

UNIVERSITY OF TORONTO

# Bulletin

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## TA's demonstrate at Governing Council meeting

A group of about 60 teaching assistants brought their concerns about stalemated labour negotiations to the Feb. 21 Governing Council meeting otherwise characterized by *in camera* discussion.

The teaching assistants, members of the Canadian Union of Educational Workers (CUEW), demonstrated with placards and singing at the entrance to Simcoe Hall before the meeting, distributing hand-outs addressed to Council members which charged that the president's report on the TA situation to the Feb. 12 Executive Committee meeting contained several mistakes and some misleading information. The marchers shouted their frustration with negotiations that have gone on for more than seven months (see *Bulletin*, Jan. 21, and story below.)

Shortly after the meeting began, demonstrators filed into the Council Chamber, filling the observers' chairs to capacity and leaving about 20 people standing. The group was silent

for the early part of the meeting.

During the question period on committee reports submitted for information, graduate student member Catherine Laurier moved that a member of CUEW be invited to speak to the Council to give "the other side of the issue" included in the Executive Committee's report. After some procedural sparring with chairman St. Clair Balfour, who ruled her

motion out of order because it was not on the agenda and would therefore have to be considered later under "other business", Laurier asked when the labour problem would be resolved.

Against a background of occasional hisses and laughter from the teaching assistants, President George Connell said he thought the University's negotiating team was doing an effective job and that it was not appropriate

to shift the bargaining to a Governing Council meeting.

Laurier questioned the University's claim to be bargaining in good faith, asking, "What is the administration after?" A reasonable and fair contract for the employees which safeguards fundamental academic interests, answered Connell. He reiterated the administration's concern that depart-

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## Give firm commitment to Bovey principles

### U of T urges government in response to commission's report

by Judith Knelman

In consultation with several other universities, U of T has developed a response to the Bovey Commission's report to be sent to Keith Norton, the new minister of colleges and univer-

sities, once it has the approval of Governing Council. The draft response was approved in principle last week by the Planning & Resources Committee with the proviso that the Executive Committee consider revising it to accommodate suggestions received from the University community in the meantime. President George Connell has already written to Norton urging him to act on the Bovey report but to wait until he has considered the universities' responses.

The University goes on record as supporting the recommendations in the report, including evolution of a differentiated system by competition rather than central control, the capacity for enrolment variation, a faculty renewal and adjustment fund, higher tuition fees, an income-contingent loan repayment program and a stronger intermediary body to replace the Ontario Council on University Affairs.

It urges the government to commit itself to both Phase I and Phase II, but suggests that it would be better to know now that Phase II will not come about than to be left in doubt, since a university's actions in Phase I would

depend on plans for several years into the future.

A strong case is made for broad discretionary powers for the new intermediary body in the distribution of funds, so that in some years, for example, more than is specified in the report could be spent on program or institutional adjustment, and less on faculty renewal.

The response points out that an institution would have to be able to commit itself four or five years in advance to the discontinuation or reconstruction of certain programs if it were to take full advantage of the opportunity to cut enrolment by four to eight percent a year without penalty in the operating grant. Since the financial advantage of this "corridor" scheme is in cost avoidance rather than in a funding increase, the institution would have to be certain that the savings from a consistent cutback would exceed the lost income from tuition fees.

The timing of government action on the report is crucial, says U of T. A short delay in the go-ahead could translate into a year's delay in the

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## TA union to repeat strike vote

by Janet Dunbrack

The union representing U of T teaching assistants has decided to call a second strike vote on Feb. 27 and 28.

Teaching assistants narrowly rejected a strike on Feb. 7 when they voted 723 for, 373 against, leaving the union eight votes short of the two-thirds majority required for a strike. The University employs close to 2,400 teaching assistants, almost half of them union members. The union, Local 2 of the Canadian Union of Educational Workers (CUEW), and the University administration have been in a position to strike or lock out since Feb. 6. The previous collective agreement expired on Aug. 31, 1984.

At a Feb. 14 membership meeting attended by about 200 people, teaching assistants voted against accepting the University's final offer, and in favour of a second strike vote. The union also asked for a mediation meeting with the University, which was held on Feb. 18. The University's modified final offer at that meeting consisted of "merely cosmetic changes", said Rob Bradley, union executive member.

"It may seem slightly irregular to hold a second strike vote," he said, "but we feel we have no mandate to sign in the present situation. Our members might have thought we could get a better deal without a strike, but now they've seen how little 723 votes mean to the other side — all it got us was a little bit of concession. The University made it quite clear to us that we need a strike vote before they'll move."

Labour relations manager John Parker called this an "outrageous

allegation" and categorically denied that such a thing had been said.

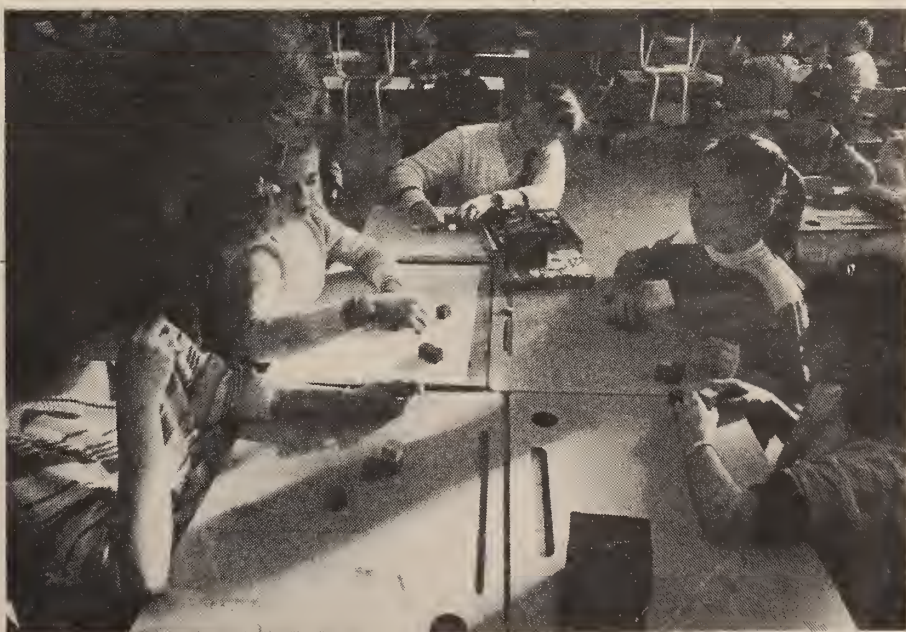
Bradley said that if a strike is rejected again, the union won't hold a third vote. "We also chose not to amend our by-laws to lower the majority required to approve a strike," he added.

At the Feb. 18 mediation meeting, the University amended its final offer by acceding to the union's demand to tighten up provisions for preferential hiring of graduate students, in line with established practice, said Parker.

"We also allowed for greater flexibility in discussing overwork and changes in job description, and lengthened the time allowed for filing grievances. The University offered, furthermore, to write into the collective agreement a commitment not to design courses for the purpose of requiring students to perform teaching duties equivalent to those normally undertaken by teaching assistants."

CUEW will hold an information meeting at 3 p.m. on Feb. 26 in the Hart House Debates Room to inform members about the mediation meeting, said union president Pat Baker. The strike vote will be held on Feb. 27 at the Robarts Library from 1.30 p.m. to 8 p.m.; at the Scarborough and Erindale campuses from 10 a.m. to 4 p.m.; and at the Institute for Aerospace Studies in Downsview at a time to be determined. The Feb. 28 vote will take place at Hart House from 10 a.m. to 5 p.m.

A complete text of the union's proposals appeared in the Sept. 24 *Bulletin* and that of the University's final offer as of Jan. 11 in the Jan. 21 issue.



Building scientific ability? — These girls will have a chance at careers in science if teachers help them have positive experiences in math and science classes, research shows. Sexism in class means bright girls are questioned and praised less often than bright boys. See story, page 9.

ments keep their right to manage academic programs effectively, saying that several union proposals appeared to diminish this right.

Following this exchange, union members were led in a cheer by executive member Rob Bradley and most left the chamber.

Vice-Provost Brian Merrilees, in answering a question from Professor Kenneth McNeill, teaching staff representative, said it was not the University's intention to turn paid jobs done by teaching assistants into course requirements, or vice versa. Shortly afterward, Governing Council went *in camera* to discuss honorary degrees, and to hear the president's report, which included the divestiture of UTLAS and other unspecified items.

After Governing Council resumed sitting in open session, history student Dannie Otto was invited to speak to Council members on a motion by part-time undergraduate student Claire Johnson. Otto said he thought the union's perspective on negotiations should have been included in the report to the Executive Committee. He outlined the union's concern that the University's Feb. 18 proposals represented reductions in the current contract. The main areas of concern were: hiring preference for graduate students; specific hiring criteria; protection against overwork; the possibility of teaching jobs being turned into course requirements; and the grievance procedure.

"We have specific examples of patronage," he said, referring to the hiring of non-students. "We also want justifiable criteria for hiring and protection against discrimination in

hiring. Under the current proposals, a student who isn't hired can't grieve, because employment is a precondition for grieving. We also want a reasonable grievance procedure."

Following Otto's presentation, Professor Dorothy Smith, teaching staff representative, said, "In comparing the president's report to the Executive Committee with the CUEW hand-out, there is a possible implication that the University administration may be bargaining in bad faith. I would like to be reassured on that score."

The CUEW hand-out challenged the accuracy of the president's report to the Executive Committee, including a statement that the union had first submitted its proposals in September. The hand-out stated that these had been presented in June. (In an interview following the Governing Council meetings, Connell said that it was his recollection that he had told the Executive Committee that the union had submitted its proposals in June, and that the report of the meeting must be incorrect.)

The hand-out stated that the union had offered "major concessions" at a Feb. 18 mediation meeting and that, despite this, the administration's position remained "virtually unchanged".

The president told Council that the University's representatives have acted "with unusual fortitude and very serious intent of reaching an agreement. Nothing in their conduct is reprehensible or contrary to an appropriate and constructive bargaining process."

Governing Council approved changes affecting the naming of members to the board of Sunnybrook Hospital which would reduce the Uni-

versity's number of members from 14 to 12. These changes had been presented to Council for approval at its Dec. 20 meeting and were referred back to the Executive Committee for further study. Members at that time had expressed concern about the possible weakening of University influence on the board and also about the timing of asking the provincial government to make the necessary changes in the Sunnybrook Act to effect the changes.

The resolution presented to the Feb. 21 meeting was identical to that of Dec. 20, with the addition of a provision requiring the agreement of the chairman of Governing Council and the president on the timing of such a request for legislative action.

Alumni member Joanne Uyede asked for reassurance from the president that the University was doing long-range planning to deal with the issue of mandatory retirement under the new provisions of the Charter of Rights, effective in April. "We have the opportunity to provide leadership not only in the University, but in the external community," she said. "I want to know that we're engaging in proactive, rather than crisis, management."

The president answered that he would make a major policy statement at the March meeting of Governing Council. Because of the number of variables, he said, it is not possible to do long-term planning. "We can expect a great deal of intervention in the courts and legislative intervention over the next few years," he said. "It is impossible to predict the outcome."

We are concentrating mainly on the immediate future, on a path we can follow for the next year or two."

In later questioning, Catherine Laurier asked the president to address the concerns of cleaning staff who are being moved to the night shift in several buildings (see story page 5). "I am not able to answer at this time," he said. "I will take it as a notice of question and if Catherine Laurier will give me her question in writing, I will answer it as soon as possible. It would be helpful to have advance notice of such questions in future."

The report of the Executive Committee of Feb. 12, which was received for information by Council, noted that a full report on discussions arising from the termination of employment of faculty members of St. Augustine's Seminary last fall would be available for the March meeting of the Executive Committee. Provost Frank Iacobucci had expressed U of T's concern about due process and academic freedom to the Joint Council of the U of T and the Toronto School of Theology (TST). In response, changes are being made to the appointments process for member institutions of the TST, including St. Augustine's Seminary. Only procedures are being acted on, since the employees did not take advantage of the available grievance process, the Executive Committee report said.

In other business, Governing Council approved in principle changes to the Code of Behaviour on Academic Matters (see *Bulletin*, Jan. 21).

## Dunphy receives award from Council of Christians and Jews

St. Michael's College principal William Dunphy has been given a Human Relations Award by the Canadian Council of Christians & Jews (CCCJ). Dunphy received the award, presented for "outstanding contribution in promoting understanding and cooperation among the people of Canada", at a dinner at the Royal York Hotel Feb. 13.

Dunphy, who has taught philosophy at St. Mike's since 1964, has served on an ecumenical commission on unity, and, in 1967, concerned with Jewish relations following the Six-Day War, created a religious leaders luncheon group, comprising representatives of Protestant and Roman Catholic churches of Toronto, and rabbis from the Orthodox, Conservative and Reform communities in Toronto. The group met until 1982, and is about to be revived.

During this time, Dunphy was elected to the National Board of the CCCJ and its executive committee, on both of which he still serves.

He is also a representative of the

Canadian Conference of Catholic Bishops on the National Tripartite Liaison Committee and is a member of the Jerusalem Committee, an international body advisory to the mayor of Jerusalem regarding preservation of the city. Dunphy says the committee of archaeologists, architects, historians, town planners, mayors, theologians, writers and "one philosophy professor", meets every two years and will meet next month in Jerusalem.

### Faculty, Staff and Students

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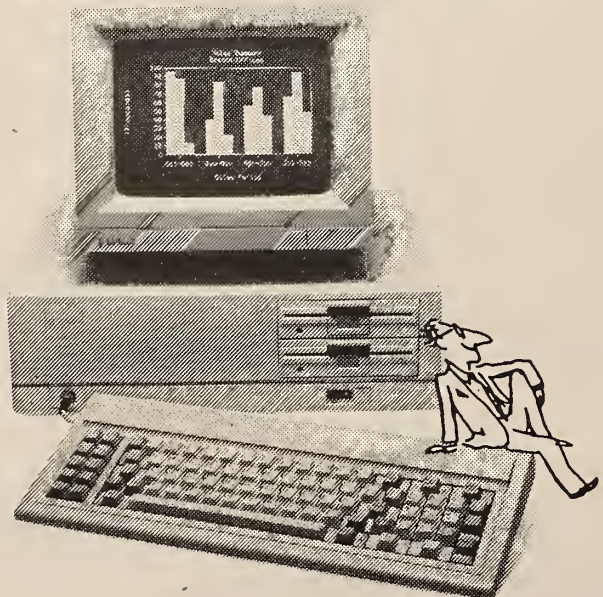
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# UTFA, administration, set to begin salary negotiations

Negotiations for faculty salaries for 1984-85 and 1985-86 will get under way this week. The administration's team, headed by David Nowlan, vice-president (research and government relations), includes David Cook, vice-provost, Rob Pritchard, dean of law, and Craig Brown, acting dean of the School of Graduate Studies. The University of Toronto Faculty Association's team, headed by UTFA president Peter Dyson, includes Bonnie Bessner, a librarian, Professor Aidan McQuillan of the Department of Geography and Professor Peter Fitting of the Department of French. Karen Gorsline is the resource person for the administration, Vicky Grabb for UTFA. The teams will negotiate if necessary until March 22. If agreement has not been reached by that time, they will bring in a mediator/factfinder.

President George Connell has told Dyson the University is committed to maintaining salaries at a competitive level and will if necessary reduce divisional base budgets to this end. In a letter to Dyson released to the *Bulletin*, Connell also said the administration intends to ask for revision of the PTR (progress-through-the-ranks) scheme and to introduce merit pay.

The text of the letter follows.

"As we prepare to negotiate faculty and librarian salaries and benefits for the years 1984-85 and 1985-86 under the new Article 6 of the *Memorandum of Agreement*, it is my hope and that of colleagues that the University administration and the Faculty Association will reach agreement. Our inability in December to agree on 1984-85 salaries and benefits suggests that these negotiations will be difficult, but the benefit and the satisfaction that we all

would derive from an agreed-upon settlement demand that we approach the bargaining table with a commitment to succeed and with the flexibility that such success requires.

"In keeping with the new approach to negotiations represented by Article 6, we will focus on a single general principle. The University has stressed in submissions, such as our recent documents to the Bovey Commission, that we should strive to remain in a leading role amongst the universities in the country. The Faculty Association in its submission has also supported this objective. A necessary consequence of this leadership by our faculty and librarians is the requirement that our salaries and benefits also be competitive with those of the best Canadian universities. Thus our proposals to you will be based on the general principle that faculty and librarian salaries and benefits at the University of Toronto should, in recognition of the quality of our staff, be competitive with those of other leading universities and libraries in Canada.

"Our ability to satisfy the general principle of competitive salaries must be placed within the context of support in other areas necessary to realize our objective of leadership and of our general financial situation. Because of government underfunding, we have been forced repeatedly to reduce divisional base budgets in order to maintain competitive compensation levels. The 1984-85 settlement must also be influenced by the provincial compensation-review legislation, Bill 111. Given this context, I recognize that we may be forced to reduce yet again divisional base budgets so that we can continue to pay appropriate

salaries and benefits.

"The University administration, and the Faculty Association, have supported a PTR scheme from its inception in 1972. It is fundamentally a good scheme and we continue to support its basic principles. However there are problems that have been identified not only by the administration but by the association and in the grievance process. We believe that such difficulties associated with the original assumptions about entry salaries, years of service and career trajectories should be addressed. We will be making proposals to that effect.

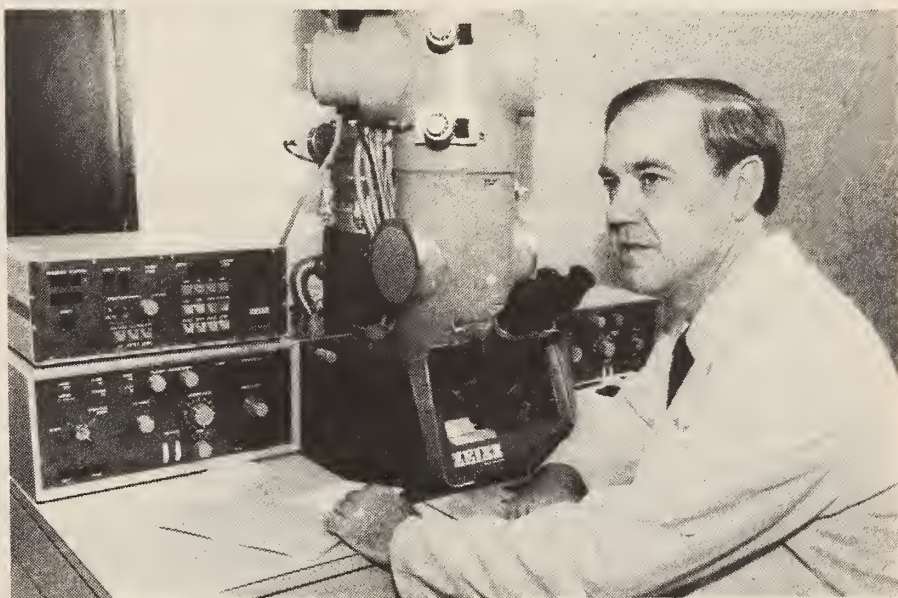
"We have also received a strong message from the principals, deans and chairmen that any settlement should allow for the recognition of especially meritorious performance. Hence we shall propose a special allocation for 1985-86 that will be distributed solely according to merit.

This measure should contribute to the recognition of excellence and bring an increased sense of fairness.

"As in the past, pension and other benefit matters should be directed initially to a task force. These issues would then return to negotiations after the full implications had been explored.

"I have asked Professor David Nowlan to head the administration's negotiation team. I understand that he has been in touch with you already to arrange meeting times. Other members of the team are Professor Craig Brown, Vice-Provost David Cook and Professor Rob Pritchard. They will be assisted by Ms. Karen Gorsline of the Personnel Department.

"We are entering a new process which has my full endorsement. For the benefit of our colleagues and ourselves we must make it work. We in the University administration will do our utmost to see that it does."



Building a better microscope

The first commercial model of the Zeiss EM902 electron microscope — an invention of Peter Ottensmeyer of the Department of Medical Biophysics (above) — was presented to the Pathology Department of the Ontario Cancer Institute at Princess Margaret Hospital earlier this month. Ottensmeyer's microscope yields sharper images than conventional electron microscopes by filtering out, with a magnetic prism, electrons that have suffered energy loss through interaction with the specimen. These low-energy electrons cause fuzziness in conventional images. Since its prism component also permits the EM902 to be used as a spectroscope, the chemical character of what is viewed can be determined by altering the voltage of the electron beam. Of the two accompanying images of a low alloy steel, the upper shows the presence of copper atoms, which become excited (and flare up) at an energy level of 931 electron volts. The Zeiss EM902, priced at \$225,000, is expected to be of great value to metallurgists and semi-conductor technologists as well as botanists and medical researchers. The gift of the microscope to the institute was in effect payment for the technological input of Ottensmeyer, who started building the prototype for the current machine in 1972. A scoutmaster, Ottensmeyer was also presented with a white water canoe for his troop.

## Grade 13 applications to U of T up from last year

Applications for admission to first year from students who will graduate from grade 13 this June are up by 2.2 percent over last year at U of T. Applications for the Ontario system by secondary school graduates, according to data compiled by the Ontario Universities' Applications Centre in Guelph and released by the Council of Ontario Universities (COU), are up by 1.3 percent despite the fact that grade 13 enrolment is smaller this year.

By this time of year, 90 percent of all high school students who will be applying to Ontario universities will have done so, says COU.

Applications from Canadians are up by 3.7 percent across the system, but this year 36 percent fewer visa students in grade 13 have applied to universities in Ontario. This is the third consecutive year that applications from this group have dropped by about one-third.

First choice applications to arts programs across the system were up by 7.1 percent and at U of T by 9.6 percent. There was a drop in applications to science programs of 5.8 percent across the system and 1.5 percent at U of T. Applications to enter engineering were down by 5.1 percent throughout Ontario and by 10 percent at U of T, probably, says COU, as a result of self-selection by students who are aware of the high marks required to get in.

June 14 is the date by which offers

may be made by universities to the applicants. After that date the applications centre will again have a telephone "hot" line to let students know where places are available in the programs they want.

## Library gets budget boost to offset cost of partnership with UTLAS

The U of T Library will get a "substantial addition" to its 1984-85 budget for the purchase of automated services from UTLAS, according to a recent announcement by Professor Frank Iacobucci, vice-president and provost. The University will also create a separate budget line item for library automation expenses in order to isolate them from budget cuts, in the same way that book acquisitions are now protected.

Under the terms of the January sale of UTLAS Inc. to International Thomson, the University agreed to give UTLAS exclusive right to provide cataloguing services and circulation systems to its libraries. Libraries of the federated universities are not covered by the agreement.

"The new budget line item is being

created to recognize the future possible consequences of the University library's restricted flexibility to acquire products and services from other vendors," said Iacobucci. The University may, however, take its business elsewhere in the event of unsatisfactory performance or unfair pricing on the part of UTLAS.

The provost's office will receive a special allocation to help the library offset test site and specification costs of developing new products. It will receive an additional allocation for use by the library in developing with UTLAS new products which may also be sold to other UTLAS customers.

"This allocation will be related to the revenue stream generated from successful joint Library-UTLAS projects," said Iacobucci. "It will thus

provide a financial incentive for cooperation between the two parties." Details of the allocation mechanism will be worked out over the next few weeks.

As its first project under the new agreement, UTLAS will develop a circulation and inquiry system for the library within two years. In the meantime, the company has committed itself to submitting proposals for an interim system within six months. If the University finds these proposals unsatisfactory, it may use another supplier until the long-term UTLAS system is in place. UTLAS will continue to operate its present collection management system until an interim solution is found, up to a maximum expenditure of \$20,000.

# Independent Conservatory on the horizon

by Arthur Kaptainis

Approval in principle was given last week by the Planning & Resources Committee to an administration document that foresees the creation, preferably through an Act of the Ontario Legislature, of an independent Royal Conservatory of Music by July 1, 1986.

The document is a response by Provost Frank Iacobucci to last June's final report by the Committee on the Future of Music Studies chaired by Vice-Provost Roger Wolff. It endorses

most of the final report's conclusions, differing mainly in its recommendation that a new Conservatory board of directors, rather than the provost's office, pilot various reviews of Conservatory operations. These reviews would begin after formal separation is achieved, rather than before, as the report recommends.

The response also suggests that the current Conservatory administration (instead of the private management consultants recommended by the final

report) develop a business plan for the institution.

In an interview, Acting Principal Robert Dodson said he has set in motion an even larger planning process with three main thrusts: administration and finance, governance and academics. "We're going to take a global look at the thing," said Dodson, adding that the plan would likely not be ready before the fall.

Wolff, also in an interview, said one use of the plan would be as background documentation for the implementation committee overseeing the process of separation. This committee would be struck before the summer, assuming separation in principle meets with the approval of Governing Council in March.

The proposal to urge the Legislature to enact a special statute for the Conservatory is another new idea. Such a statute is "important to the future well being of the Conservatory", according to the response, although the University could and would itself create a separate corporation should the Legislature decide against the proposal.

Like the Wolff report, the response emphasizes the need for a "long term affiliation agreement" between the Conservatory and the Faculty of Music. The latter currently uses space in the former for some teaching. Questions were raised during the planning and resources meeting concerning the continued availability of Conservatory space to the Faculty. Assistant Vice-President (Planning) Dan Lang answered that the independence of the Conservatory would not entail any change in the current rental arrangements between the two institutions. Furthermore, should an independent Conservatory choose to raise its rates or withhold space, the Faculty would be free to shop elsewhere.

In an earlier meeting (Jan. 28) of the Planning Subcommittee, Wolff addressed the same point by saying any short-term costs incurred to either institution in the short run would be allayed by long-term benefits. Wolff also emphasized the need for an agreement permitting equal access to

teaching facilities, and, preferably but not necessarily, an understanding regarding joint programs and other forms of cooperation.

The Planning Subcommittee discussed the ramifications of the administration response at length, concentrating particularly on the financial viability of an independent Conservatory. There is no detailed cost analysis of separation in the document, although there is an affirmation of the University's commitment to provide the Conservatory with a renovated or new building and "a strong, independent Board".

Wolff answered questions on viability by saying the Conservatory operated with a balanced budget, reminding members that detailed financial planning will be the province of the current Conservatory administration and the future board of directors. He repeated a point made in his report, that an independent Conservatory would be in a stronger position than at present to solicit funds from the Ministry of Colleges & Universities and other sources, including alumni.

Lang added that a major fundraising campaign would be necessary to raise money for a new location or renovation of McMaster Hall. In an interview, Wolff said the relative merits of a new or renovated building were still being considered by the administration, and neither scenario should be regarded as more likely than the other. He added, however, that a decision on location would be reached by summer.

According to the response, the Conservatory would also "have control" of the Frederick Harris Music Company, the branch operations, all the musical instruments and business equipment currently housed in Conservatory buildings, and all other assets held in trust for it. Dodson, however, remarked to the Planning Subcommittee that the Conservatory might want title to its own building in the future. He also said the Harris Company had encountered problems recently.

(A Business Affairs Committee meeting in November was told the company operated at a loss during the fiscal year ending the previous April, because of the unusual travel expenses brought on by the closing of its London branch, and, partly, a royalty payment of 45 percent of net sales to the Conservatory.)

Although the motions approving separation in principle passed unanimously in both the Planning Subcommittee and Planning & Resources Committee meetings, some parties continue to express uneasiness over the fate of the Conservatory. When a member of the Planning Subcommittee asked whether a list of the disadvantages to the Conservatory of separation could be provided, Dodson remarked that these might emerge in the course of the separation process, adding that he was concerned about the lack of detail in the procedure for achieving separation.

Dean Carl Morey of the Faculty of Music was troubled by the absence in the response of a discussion of the financial impact of separation on the faculty. Wolff said in an interview that the administration's position is that the faculty has been provided with sufficient annual supplements to its budget for space expenses.

The response now goes to the Academic Affairs Committee for concurrence before reaching Governing Council.

## Over \$2 million raised through Varsity Fund

Varsity Fund donations climbed past the \$2 million mark in 1984, up from a 1983 total of \$1,934,131 to \$2,325,263. Contributors also increased, from 18,289 to 20,028. This figure represents 14.1 percent of the total number of alumni contacted. The average gift was \$116.10, compared with \$105.75 in 1983.

Private funding associate director Mary Martin said that the increases could be attributed partly to an expansion of the phonathon program to the Faculties of Architecture & Landscape Architecture, Education, Library & Information Science and Pharmacy and OISE.

It was encouraging, said Martin, to see the participation rate "inching upwards" to 14.1 percent from 13.5 percent in 1983. However, this rate is far from optimal. The challenge next year, she said, will be to increase it more dramatically.

Individual successes in the 1984 campaign include: St. Michael's College, with \$362,929 from 1,787 donors; the Faculty of Applied Science & Engineering, with \$323,785 from 2,982 donors; Victoria College, with \$250,149 from 3,227 donors and University College, with \$207,808 from 2,885 donors.

Innis College's 20/20 scholarship campaign resulted in the greatest percentage increase in support: from

\$2,767 in 1983 to \$11,137 in 1984, a jump of 302.5 percent. Speech pathology earned the highest participation rate, 29.9 percent, or 70 of 234 alumni contacted. The largest average gift, \$454.56, came in response to Dentistry's Completion Campaign. For New College and Scarborough College, two of the younger constituencies, giving increased by 101 percent and 50 percent respectively.

Fall phonathons resulted in \$232,307 in pledges from 7,690 alumni. The program is useful not only in raising money, Martin said, but in keeping alumni records up to date. Personal contact is also valuable: one Pharmacy phoner, after a lengthy conversation with an alumnus, received a job offer.

Eighty-six percent of the money raised goes directly to the 30 faculty and college alumni associations participating in the fund. Seven percent, from US residents, goes to projects supported by the Associates of the University of Toronto, Inc., while four percent goes to special projects. The President's Fund received \$47,356 while the Women's Centenary Fund is \$32,061 richer after the campaign.

The Varsity Fund does not account for all alumni donations. Some are made directly to special projects, while Trinity College and the Faculty of Medicine operate separate programs.

## Recommended dining

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# Move to night shift raises concern for safety of female cleaning staff

by Janet Dunbrack

Beginning in March, cleaning staff in the Faculty of Education building will begin working a night shift from 11 p.m. to 7.30 a.m., a move which the Service Employees' Union and the Ad Hoc Committee on the Status of Women say could put the female staff affected in danger. If the Physical Plant Department deems the change a success, four more buildings will institute a night shift: Sidney Smith Hall, the Sandford Fleming Building, the Galbraith Building and University College. Of a total of 40 employees involved in the change to night work, between 25 and 30 are women.

Cleaning staff in Sidney Smith Hall circulated a petition last month among academic and administrative staff asking for support in opposing the shift change. The petition was presented for information to the labour relations office on Jan. 30.

Since the rape of a 50-year-old cleaning woman at Innis College at 9.45 p.m. on Feb. 29 last year, concern for the safety of female staff and students on campus has been high. A system of having women cleaners work in pairs was tried after the rape, but has largely been abandoned by

staff, said George Hutson, manager of operations and maintenance. Nothing came of a plan to use "screamer" warning devices, according to Peter Corbett, chairperson of local 204 of the Service Employees' Union. The rapist was never caught and the woman has since returned to work at the University.

Physical plant is instituting the night shift in order to clean more quickly and efficiently, said Hutson, in the light of many complaints about the poor quality of cleaning in heavily used buildings. All new staff hired since Jan. 1 have been told before hiring that they would be moved to the night shift. Employees with more seniority can bump those on the evening (4 p.m. to midnight) or day (8 a.m. to 4 p.m.) shifts. More opportunities may open up for day work as smaller buildings, now cleaned in the evening, are moved to daytime cleaning, Hutson said.

Management has asked employees to sign forms declaring their preference for changing buildings in order to stay on their current shifts, or remain in their present building and move to the night shift. "This was done so that we will know precisely where both parties stand," said Hutson. "Employees have

the form for a week so they can decide after discussing the matter with their families." The union is now instructing its members not to fill out these forms.

"We consider the evening shift more dangerous than the night shift," he said. "The rape occurred on the evening shift, but by 11 p.m., the buildings are all locked and clear of users. Data from the Metro Toronto police department show that most sexual assaults occur between midnight and 3 a.m., which means that women arriving for work at 11 p.m. should be safer than those leaving work just after midnight."

Peter Corbett of the union disagrees that the night shift will be safer. "Female cleaning staff now leave work en masse after the evening shift. With the change, they will arrive separately and be less safe. The employees are also concerned about how their family life will suffer if they work nights, and some without enough seniority to bump will have to quit their jobs. Those who do manage to transfer to the earlier shifts will have to move to other buildings after

they've worked in the same building, with the same people for more than 15 years."

Under the terms of the collective agreement, the University has the right to establish shifts at its discretion. The Service Employees' Union plans to approach staff representatives on Governing Council to raise its concerns.

The Ad Hoc Committee on the Status of Women has sent a letter to Status of Women Officer Lois Reimer asking the president to stop the move to night shifts unless safety measures are taken to protect female staff. The committee has also written to Robert Crouse, director of physical plant, asking him to reconsider the shift change.

"I had met with people from physical plant before getting the committee's letter," said Reimer. "The information I've had doesn't entirely eliminate my concern." If she is not satisfied, Reimer said, all she can do is express concern. Meanwhile, she is waiting and hoping for more information.

## Funding announcement not expected until next month

Uncertainty over the provincial operating grant and salaries for 1984-85 as well as 1985-86 has made budgeting at U of T more tentative this year than usual.

Faculty salaries for the current year are still being negotiated and will be announced in a package with next year's. The funding announcement, which comes sometimes in December and at the latest in February, is not expected this year until March. Also unknown as yet are the amount by which tuition fees will increase and the formula that will be used for distribution of the government grant.

The budget has to be approved by Governing Council by the end of April, in time for the beginning of the University's fiscal year May 1. Normally, that means bringing it before the Planning & Resources and Business Affairs Committees in March. But if by early March there is still no funding announcement, the approval process could be collapsed into one month. "My decision will be governed by how the budget comes together with the assumptions we've got," says David Nowlan, vice-president (research and government relations). "If the cuts are too hurtful we wouldn't go ahead with

it unless we knew we had to."

The global increase announced in February 1983 for 1983-84 was 7.5 percent plus a 1.1 percent one-time only grant for books and equipment. The global increase for the current year, announced in December 1983, was 6.5 percent. This year there have been rumours that the province's grants to municipalities and school boards will be close to the rate of inflation, 3.7 percent.

Nowlan doesn't think the provincial government will be able to justify keeping increases to universities at that level since the federal government has announced that it will transfer an average 7.37 more in tax credits and cash to the provinces next year than it did this year for post-secondary education. The increase in cash transfers for Ontario will be 10.84 percent.

From 1977 to 1982 the transfers from the federal government for post-secondary education were increased by a formula related to the growth in the Gross National Product, but for 1983-84 and 1984-85 the federal increases were capped at six and five percent. This year sees a return to the escalator factor agreed to in 1977.

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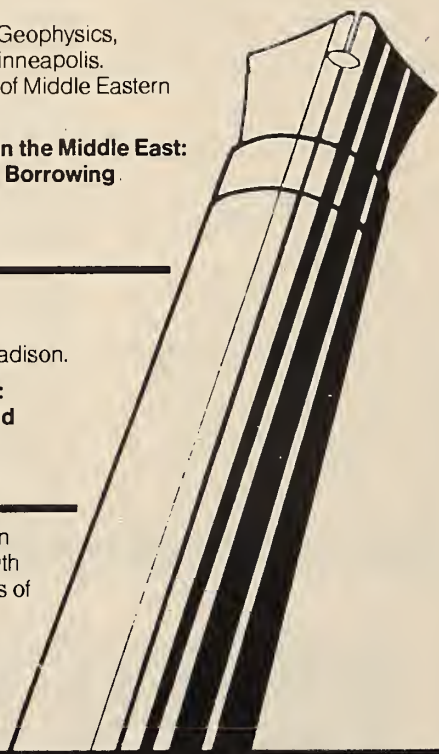
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## Governing Council election

Ballots were mailed on Feb. 20, 21 and 22 to all eligible voters for this year's Governing Council election of teaching staff, administrative staff and student members. An outline of the constituencies in which there are elections is given below.

Any eligible voter who has received an incorrect ballot, or no ballot, may telephone the Governing Council Secretariat at 978-6576 to obtain the correct ballot.

Completed ballots must be returned to the Governing Council Secretariat, room 106, Simcoe Hall prior to *noon, Tuesday, March 12*. The results will be announced March 15.

Ballots were mailed to eligible voters in the following constituencies:

### 1. Students

#### (a) Full-time Undergraduate Students

*Full-time Undergraduate Student* means all students (except students registered in the Toronto School of Theology) registered at the University in a program of full-time study who are not registered in the School of Graduate Studies. All students in arts and science on all campuses, including students at Scarborough College, for electoral purposes, will be considered full-time if enrolled in four or more full-course equivalents over any two terms in an academic session (including the previous summer session). *Constituency II* includes all students registered in the Faculty of Dentistry, Faculty of Nursing, Faculty of Medicine, Faculty of Pharmacy, School of Physical & Health Education, Faculty of Education, Faculty of Applied Science & Engineering, Faculty of Architecture & Landscape Architecture, Faculty of Forestry, Faculty of Law and Faculty of Music (with the proviso that both members elected in Constituency II not be registered in the same faculty or school, and that in the event that a member elected while registered in one faculty or school later registers in the faculty or school in which the other elected member is registered, the transferring member shall resign his or her seat).

#### (b) Part-time Undergraduate Students

*Part-time Undergraduate Student* means all students (except students

registered in the Toronto School of Theology) registered at the University in a program of part-time study who are not registered in the School of Graduate Studies. All students in arts and science on all campuses, including students at Scarborough College, will be considered part-time if enrolled in fewer than four full-course equivalents over any two terms in an academic session.

*Constituency I* includes all part-time undergraduate students.

### 2. Teaching Staff

*Teaching Staff* means the employees of the University, University College, the constituent colleges and the arts and science faculties of the federated universities who hold the academic rank of professor, associate professor, assistant professor, full-time lecturer or part-time lecturer, unless such part-time lecturer is registered as a student, or who hold any other rank created by the Governing Council and designated by it as an academic rank for the purposes of this clause. The Governing Council has designated the categories of tutor and senior tutor as equivalent to that of lecturer for the Governing Council elections. (Lecturer includes associates and clinical teachers in the Faculty of Medicine, and associates in the Faculty of Dentistry.)

*Constituency IB* includes all teaching staff members who hold their major appointments at Scarborough or Erindale Colleges.

### 3. Administrative Staff

*Administrative Staff* means the employees of the University, University College, the constituent colleges and the federated universities who are not members of the teaching staff thereof.

*Constituency I* includes all administrative staff members.

Return your ballot prior to *noon, March 12* in person, by campus mail or by Canada Post. *Be sure to fill in the information required in the upper left-hand corner of the return envelope; failure to do so may result in invalidation of your ballot.*

# CHASE

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## Search committee for chairman, engineering science division

Professor R.C. Tennyson will become the director of the Institute for Aerospace Studies on July 1, 1985. A search committee has been named to recommend his successor as chairman of the Division of Engineering Science in the Faculty of Applied Science & Engineering. The members of the search committee are: Professors J.H. de Leeuw, Institute for Aerospace Studies; M.V. Sefton, chemical engineering and applied chemistry;

P.E. Burke, electrical engineering; G.C. Weatherly, metallurgy and materials science; F.D. Manchester, physics; T.E. Hull, computer science; D.F. James, mechanical engineering; and Dean G.R. Slemon, (*chairman*), applied science and engineering.

The committee will welcome any communications or recommendations concerning this appointment. They should be directed to the chairman.



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# Data-based approach proposed for affirmative action

by Judith Knelman

The surest way to make affirmative action goals and timetables meaningful, says sociologist Edward Harvey, co-author of a report to the Royal Commission on Equality in Employment, is to develop a data-based approach.

Because he believes that it is more comfortable for an employer not to change, he, like commissioner Rosalie Abella, is in favour of making affirmative action mandatory. "When you have laws, people start to obey them. When we are forced to bring about change, most of us learn to live with it. New opportunities appear, and slowly people get used to the new ideas. How people think and behave is in part a product of the structure in which they work."

When Equal Employment Opportunity became law in the US more than 20 years ago, firms complained loudly about having to do human resources record-keeping, says Harvey, who teaches at the Ontario Institute for Studies in Education. Now they find their detailed personnel accounting systems an invaluable tool for planning. They can confidently make

projections of what will be needed in salary expenditures, renewal or the management of benefits, for example, as the age composition shifts.

Harvey proposes that employers be subject to external analysis, which would compare the incidence of women, visible minorities and the disabled in an organization with their incidence in the work force. The labour market's geographical definition would vary according to the jobs under scrutiny, with keypunch operators being drawn from a radius of about 15 miles, for example, but high-tech engineers coming from an international pool. Canadian data bases useful for this purpose, says Harvey, include the census, the monthly labour force surveys and the regularly updated lists of graduations from different types of educational programs.

If an organization wanted to do an internal analysis, it could look at who gets promoted and whether it's more difficult for women to move up the ladder. If the problem is that women do not seem to be qualified for upper-echelon jobs, the employer might produce specially targeted programs to advance their qualifications. Analysis

of the flow or pattern of promotions might reveal that women's jobs don't have an articulated ladder because there are no stepping stones. The solution could be to put in special bridging jobs so that advancement becomes a two-step process.

"I don't mean to imply that evil people cause these situations," says Harvey. "They just develop over time." However, they can be reversed. There were problems of adjustment in the US, but fears expressed by some employers that the implementation of affirmative action would adversely affect a firm's productivity or competitiveness proved groundless.

In fact, as women have become more and more socially and economically independent in the US, the general perception of their place in society has changed. Women would not be as well represented as they are in the upper-level management of US business and industry if they were not effective, Harvey points out. "I know of no studies that suggest that men are intrinsically more adapted to management, or, for that matter, whites more than blacks," he says, adding that there is no comparison between the gains that black Americans have made and the position of members of visible minorities in the Canadian work force.

Is the Canadian government likely to act on Abella's recommendations to establish goals and timetables for affirmative action? The high unemployment rate may incline the politicians to leave things alone, says Harvey, but on the other hand there

will be the pressure to develop all our human resources so that we can manage comfortably at home and compete internationally. "Women and visible minorities have an enormous amount to contribute."

Moreover, the drop in the birthrate since the early 1960s suggests that in the years to come there will be a smaller supply of young workers. If we assume that well paid, skilled blue-collar jobs like welding will be done only by men, we may find that there are not enough people to do them, especially as Canada is a less attractive destination for immigrants than it was, says Harvey. But women will be increasingly attracted to these jobs as their traditional position in bookkeeping and office work is eroded by micro-computers and word processors.

They will also be needed in upper management and high technology, and if we are to meet that need the sorting that goes on in the educational system will have to stop, says Harvey. Girls are still being directed away from science, technology and computational activities in an informal way by role models and cultural values projected by the media and in a formal way by advice from teachers and others.

His report, *Strategies for Establishing Affirmative Action Goals and Timetables*, written with John Blakely, a graduate of the Centre for Industrial Relations now doing doctoral work at Cornell, will be available in mid-March from Supply & Services Canada.

## Incompatibility recommendation dropped

A recommendation that incompatibility be added to the list of acceptable grounds for firing administrative staff has been withdrawn from a suggested revision of the termination section of personnel policy. (*Bulletin*, Feb. 4)

The revision had been recommended by the Personnel Policy Board to the administration. Bruce McDougall, assistant vice-president (personnel and central services), referred it to the Personnel Department for clarification of the section on incompatibility after reading of objections to it in the University of Toronto Staff Association's newsletter.

The newsletter pointed out that lower-level staff members would be more likely than supervisors to be dismissed in situations where working relationships were considered unproductive. It also observed that UTSA had registered its objections to the section in September 1983 and again in June 1984.

When he read the newsletter article, says McDougall, he "realized that if that was the way they were interpreting the policy, then it wasn't correctly written." The section had been meant to apply only to senior positions where there was no alternative to dismissal, he says, but as such a limitation was nowhere to be found in the policy he asked the Personnel Department to rephrase it.

"Personnel is of the opinion that the section is unnecessary and we shouldn't put it in there," says McDougall. "At very senior levels if things aren't working out you sit down and reach an agreement."

When the Personnel Policy Board next meets, it will be advised that the administration has not accepted the section on incompatibility but has approved the rest of the revised termination policy. If the board wishes, says McDougall, it may rewrite the section more clearly and re-submit it.


## Provostial task group on charging for services

Vice-President & Provost Frank Iacobucci has appointed a task group to review the manner in which faculty members are charged by departments or divisions for services provided to them while they are pursuing creative professional achievement or scholarship. The task group may consider the development of guidelines to govern the practices across the University which would be consistent with the promotion of academic research and scholarship.

Membership of the task group is Professor J.J.B. Smith, vice-dean, Faculty of Arts & Science (*chairman*); Professor N.K. Choudhry, economics;

P.L. Falkenheim, director, Office of International Cooperation; Carole Gillin, director, Office of Research Administration; J.D. Kraemer, chief administrative officer, Faculty of Medicine; Professor A.D. May, physics; C.I. Torres, comptroller; Professor P.M. Wright, associate dean, Faculty of Applied Science & Engineering, and acting dean, Faculty of Architecture & Landscape Architecture.

Submissions from interested persons are invited, and may be addressed to any member of the group, or sent directly to the chairman, Office of the Dean, room 2020, Sidney Smith Hall.



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Best of Both — Part III

ACRITH Trial Period

The **Best of Both** series of articles has been discussing the possibility of configuring a micro environment on a UTCS mainframe. We continue to examine the major reasons users cite for buying a micro and how the mainframe scheme addresses these issues.

**Upfront Cost: Finale** — Deep down in our heart of hearts, we hate paying for our mistakes. Oh, we know that "it was a learning experience" and we're "all the better for it", but if it's a computer program that has gone into an infinite loop all because of a silly little comma — should we really be charged for all that CPU? Not with the CMS "mainframe-micro".

As we explained last issue, for a fixed annual fee UTCS would supply you with a screen, a fast communications line (on campus), a fixed amount of online disk space and a guaranteed **minimum** availability of CPU. The **maximum** CPU available to you depends on how many other mainframe-micros use the system — the less they use, the more you get.

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**Software** — A few years ago, BYTE Magazine was under a hundred pages. Now with over 500 pages per issue, there is more space dedicated to advertising than there is to articles (maybe megaBYTE might be a more appropriate name these days).

Many micro buyers cite this large choice of software as a definite asset. There are 4 or 5 versions of BASIC; at least 3 or 4 versions of PASCAL; dozens of databases, and an equally large number of spreadsheets and word processors. Not only that, there appears to be more on the way. And the choices of hardware are equally astounding. By comparison, they see the selection of packages on the mainframe as restrictive. But is this really true?

**Next Issue** — Does the world really need an integrated database word processor calendar-spreadsheet compiler communications package?

IBM has announced a new subroutine library called ACRITH, for use with VS-FORTRAN. ACRITH is a high accuracy arithmetic subroutine library for solving numerical analysis problems.

All computers have fixed length registers and storage cells. After several million arithmetic operations, roundoff errors can yield results that are very inaccurate. Since computational operations do not keep track of roundoff error, no upper/lower bound is known for the accuracy of the final solution.

ACRITH uses a new internal arithmetic based on the four arithmetic functions (+, -, \*, /) and the scalar (dot) product. Each of these has four options for rounding: up, down, to the nearest number and towards zero. ACRITH routines choose the appropriate rounding technique to keep results within the calculated bounds. Since ACRITH is adept at handling bounds, data can also be input with specified tolerances.

The scalar product is implemented using an architected accumulator sufficiently long (328 hex digits) to satisfy the requirement for maximum accuracy.

Another feature of ACRITH is an interactive mode available under TSO or CMS. By describing the nature of the problem using a menu format, ACRITH can then select the appropriate subroutine. The data can be run interactively through the selected subroutine without having to code any programs.

In order to evaluate ACRITH, IBM has agreed to allow UTCS a 30 day trial period (TSO, WYLBUR, and GPJS). During this period (beginning toward the end of February) the SNAC (Statistical and Numerical Analysis Computing) Group will be evaluating ACRITH. One of their concerns is reports that ACRITH runs slower than conventional numerical packages. However, IBM's claim that ACRITH provides accurately computed bounds makes ACRITH a useful tool for users of VS-Fortran at UTCS.

Users interested in seeing a demonstration of ACRITH during the trial period, should contact Dr. Bill Fehlner at 978-6509.

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# THE UNIVERSITY ADDRESSES STUDENT CONCERNS

## A Statement from the University of Toronto

The Canadian Union of Educational Workers, Local 2 (CUEW) has voiced many criticisms relating to the University's final offer. Certain proposals in the offer have been singled out and incorrectly interpreted. This has caused the Administration to be concerned that improper conclusions could be drawn. When a meeting was convened by Mr. David Dunn, a provincial mediator, on February 18, the University took this opportunity to respond to the concerns expressed in the community, providing the Union with a clarification of its final offer to ensure that the language of the proposals properly reflected the University's intent. However, a settlement was not reached. The clarifications provided by the University on February 18 (in bold) are incorporated into the University's final offer and are presented and explained below.

### CUEW SAYS:

This proposal would allow the University "to turn any teaching assistant job into a course requirement by the wave of a wand. You'd lose all union protections and probably your pay". (CUEW Flyer circa January 14, 1985 — undated) "You could be required to teach for free." (The Varsity, February 4, 1985)

### CUEW SAYS:

The University's proposal means "no grad preference in hiring" (The Varsity, February 4, 1985) and "the elimination of effective graduate student preference in hiring". (CUEW Flyer circa January 14, 1985 — undated)

### CUEW SAYS:

This proposal would "make it virtually impossible to resolve overwork problems and to get paid for all the hours you work - even if management gave you extra work!" ... (The Varsity, January 14, 1985) "If you wish even to discuss a possible overwork problem you would have to complete a form called 'Notice of Request for Discussion!'" (CUEW Flyer circa January 14, 1985 - undated)

### Academic Exclusions

2:03 Students enrolled in courses which require the student from time to time to present lectures, lead discussions or otherwise actively participate in the presentation of the course in which they are enrolled, or students who are required to present reports, generally involving discussions of the student's area of study for academic development not necessarily within the context of a specific course, which may be in satisfaction of an academic requirement of the student's program of study, are exempt from the terms and conditions of the collective agreement during such activity. **The Employer will not design courses for the purpose of requiring students to perform teaching duties equivalent to those normally undertaken by teaching assistants employed under the provisions of this collective agreement.**

### Explanation:

Students are not paid for course work, which may include presenting lectures or leading discussions in their own courses. Teaching assistants are hired and paid by departments to perform specific duties. The proposal was made to clarify this, not to change it.

### Hiring Criteria

13:03 **Preference shall be given to graduate students enrolled in the School of Graduate Studies of the University of Toronto or prospective graduate students who have made application to be enrolled in the School of Graduate Studies of the University of Toronto.** Appointments covered by this Agreement shall be made for the full academic session, or a portion thereof. Ability, academic qualifications and suitability for the position shall be **important** criteria used in selection. Enrolment or prospective enrolment in a recognized graduate program of study in the hiring Department or a Graduate Centre or Institute and financial need may also be considered. However, the foregoing will not **limit** the employment of persons who are not students **as established in past practice** nor will it **prevent the continuation of** the Employer's policy of employing persons on the basis of special experience or competence.

### Explanation:

The graduate program at U of T could not survive without the support made possible by teaching assistantships. To underscore the importance of graduate student TA's, the University has clarified this proposal, which now contains a clear statement of graduate student preference as the first sentence, and specifically refers to the continuation of established policy concerning employment of non-students.

### Assigned Hours Not to be Exceeded

13:09 It is agreed that the employee and the employee's supervisor have a mutual responsibility to ensure that the total hours of work as set out in the written description of the employee's position are not exceeded. **Discussions between an employee and the employee's supervisor intended to accomplish this purpose are encouraged.** Where an employee, **subsequent to such discussion**, has any reason to believe that he/she may be unable to perform the duties specified in his/her accepted written offer of employment or other written description of the position within the hours specified (either the total hours or the hours applicable to a section thereof), the employee must, immediately and in detail, complete a "Notice of Request for Discussion" (Appendix B) and deliver it to the employee's supervisor. The employee and the employee's supervisor shall meet to discuss the employee's concerns not later than three (3) working days after the employee's supervisor has received the notice. If no agreement can be reached, the employee may file an individual grievance commencing at Step 1 of the Grievance Procedure (Article 11). In the event the grievance is not settled and proceeds to arbitration, the arbitration board may award payment for additional hours worked, provided, however, that no such payment may be awarded where the additional hours resulted from the employee's choice of approach to the employee's duties, and/or where the additional hours were worked prior to the employee's delivery of the "Notice of Request for Discussion" to the employee's supervisor. No such grievance may be initiated unless the employee has complied with the provisions set forth in this paragraph.

### Explanation:

The University's proposal provides greater protection against overwork by establishing a procedure to ensure that teaching assistants' concerns regarding workload are raised and addressed by the supervisor and the teaching assistant before any additional hours are worked beyond those specified in the job description. It is logical that discussions with the supervisor would take place prior to putting the complaint in writing, and a specific reference has been added to make this clear: "Discussions between an employee and the employee's supervisor intended to accomplish this purpose are encouraged."

### Article 13:08 — Alterations During the Term of Employment

The University also felt it was appropriate to clarify Article 13:08 to specifically mention that discussions between supervisors and teaching assistants are required and to emphasize that substitution or revision of duties means reallocation of existing hours of work, not an increase in workload.

### Article 11:03 — Individual Grievances

In Article 11:03 the time limit for filing an individual grievance was extended from 30 to 45 days to ensure sufficient time to resolve problems through direct discussion with the supervisor wherever possible.

## Bovey response

Continued from Page 1

implementation of certain aspects. Enrolment cutbacks would have to coincide with admissions cycles and the cycles required for program changes. Faculty renewal could only come about in normal periods for recruitment, selection and appointment. Tuition fee policies would have to be announced in time for the modification of the Ontario Student Assistance Plan and the development of the new loan repayment scheme.

The U of T response asks the government for a swift and firm commitment to the basic principles. As a first step, it urges the creation of the intermediary body, to which the report

could be referred if no decision can be taken promptly about the implementation of the two phases recommended by the commission.

It also asks that institutional shares of system operating funding be frozen at 1984-85 levels until decisions about financing are made. If the commission's recommendations are not followed, it says other steps should be taken to make additional funds available to the universities. Increases in the operating grant and the capital grant would be preferable to an increase in tuition fees.

Planning for the accommodation of a "double cohort" of high school

graduates from the recently reorganized high school curriculum should begin now, says U of T.

The \$10 million diversion of operating funds to capital funds recommended by the Bovey Commission should be simplified, says U of T. Universities should be allowed to increase tuition fees by seven percent and use the income directly to fund their capital priorities and increase their bursary programs.

The U of T response encourages the provincial government to involve the federal government as the Bovey Commission suggests. Creation of a standing council on university educa-

tion and research in Canada should be discussed with Ottawa, and the ministry should suggest to the Secretary of State a workable means of distributing federal funds to offset the tuition fee differential for visa students.

Both the intermediary body and the standing council should assess the impact of the commission's recommendations for funding research infrastructures, says the U of T response, since they would have a steering effect on all universities, not merely those competing for funds from the federal granting councils.

# Attitude changes would give girls better chance in science, panelists conclude

by Janet Dunbrack

Everything from how girls are treated in math and science classes to the interpretation of studies about the relative scientific ability of men and women profoundly affect how well girls and women fare in science. This was the conclusion of four social scientists participating in the panel discussion, "Girls and Science: Do they have a chance?" at Scarborough College on Feb. 14.

Fifty public school teachers and about 30 members of the U of T community attended the session, which covered the topics of sex differences in math achievement and spatial ability, use of language to direct interests and behaviour, and cultural definitions of female and male ability. Panelists were Professors Jacquelynnne Eccles, psychologist, University of Michigan; Paula Caplan, psychologist, Ontario Institute for Studies in Education; and Ruth King, linguist, York University; and anthropologist Vandra Masemann, Inter-cultural Associates, Toronto.

The panel was held as part of the celebration of the 100th anniversary of the admission of women to the University of Toronto.

The head of life sciences at Scarborough College, Joan Grusec, who chaired the panel, said that social, rather than "hard", scientists were chosen for the discussion because they had studied the question from a global behavioural perspective. Women in the "hard" sciences, such as physics and mathematics, would have a more personal, anecdotal perspective, she added.

Caplan addressed the question of whether women's spatial ability is inferior to men's and whether, in fact, "spatial ability" really exists. Masculine ability to visualize and manipulate objects in three dimensions has come to be a commonly accepted explanation for men's superior performance in the sciences. Caplan said that data used to demonstrate this superiority are often biased, not only in how results are interpreted and selected for publication, but also in the blind eye turned to women's spatial accomplishments.

"It's often said that there are no female chess masters," she said, "but it is never noted that women use spatial ability in planning for and buying furniture, and then arranging it in rooms. Similarly, designing clothes and making patterns calls on a high level of spatial ability: visualizing, drawing patterns that have to be manipulated and turned inside out, cutting material for maximum use, and so on." These activities tend to be trivialized because they are feminine, she added.

Various theories have been advanced to explain purported gender differences in spatial ability, including

chromosomal differences, brain lateralization and the rise in estrogen levels in girls at puberty. Caplan said her examination of the literature showed work to be biased, contradictory, limited, selective and damaged by faulty logic. "The amount of energy poured into this work indicates the politics of scientific research," she said.

In the light of her own research, and a close scrutiny of the work of others, Caplan questioned the concept of spatial ability: "How can we look at differences when we don't know what we're describing?"

Gender differences in researchers may bias findings, she said, telling of an experiment in which groups were asked to describe the behaviour of a single set of babies. Those groups told the babies were girls described them as shorter and more passive than the groups told that the same babies were boys.

As an example of selective use of results, she recounted another experiment in which young children were placed on the other side of a barrier from their mothers. One-year-old girls cried while boys explored. These results were published soon after and were influential. In the same experiment, two-year-old girls explored, while boys cried. These results were not published for 10 years.

King introduced her discussion of language use with a story illustrating that gender expectations are established early in life. In a study of four and five-year-olds, a boy was asked, "If you were a girl instead of a boy, what would you be when you grew up?" After some thought, he replied, "Nothing."

Language use may be one of the determinants of expectations and achievement, King said, citing research showing that boys and girls speak, and are spoken to, differently in most environments, including school. The fact that the sexes thus acquire different speech patterns has given rise to the growth industry of teaching adult women how to "talk like men" in order to succeed in the board room.

Common assumptions about gender differences in speech are stereotypes, King said, pointing out that some studies show that men talk more than women. Actual differences do exist in conversation strategies, however. Recent research on male-female linguistic interaction shows that, in a one-to-one conversation while a man speaks, a woman will say, "Mm...mm" or "uh-huh" from time to time to show interest. In fact, men interpret this as impatience or a desire to interrupt. When a woman speaks, a man listens in silence, which the woman interprets as boredom. Thus gender-determined strategies do not work well outside the gender group.

Studies have shown that "male interaction patterns" — defined as



Cooperation, not competition, is what helps girls learn and perform better. Group discussions and a shared approach to problem-solving are favoured in English classes; competition in math and science classes, according to recent research.

interrupting, expressing strong opinions, competing, talking longer and using more words (than women) — tend to be favoured in science and mathematics classes, said King, while a cooperative group-discussion mode is the norm in English classes, regardless of the teacher's gender. This may contribute to women feeling excluded from learning science and participating in male-dominated professions.

King illustrated how education can be biased in favour of male participation, citing various studies. Female pre-school teachers used more interaction with boys; summer camp staff gave more attention to boys; grade six boys got eight to 10 times the number of interactions from teachers; boys were given more responsibility in junior high school; male university students participated more in all cases in classroom discussions; male graduate students discussed their research with their supervisors, whereas female students discussed their work with other graduate students; graduate students rated "intellectual interaction" as a masculine activity.

Generic language, such as the use of "man" and "he" to mean persons of either sex, also excludes women, King said. She cited several studies that showed both boys and girls interpret generic words to mean male only.

Eccles, the next speaker, presented results of her own research that showed classroom atmosphere may influence girls' decisions about studying mathematics. Junior high school is the "pivotal point", she said, where girls make long-term decisions about whether or not to pursue science studies.

Her examination of 200 junior high school mathematics classes showed that girls underestimate their mathematical ability, even though they may perform as well on tests as boys do. Girls' confidence in their ability declined with age, whereas boys' did not. This may explain why many girls drop grade 12 math, she said, thus leaving themselves at a disadvantage if they later want to study science at university. Among students who saw little value in mathematics, the girls tended to drop math in grade 12, while boys took it anyway to keep their options open. School counsellors tended to reinforce these decisions, Eccles said, steering girls toward non-science careers. Investigation also showed that boys were better informed about job possibilities and salaries in the adult working world.

Her research revealed that, in mathematics classrooms where other indices had indicated teachers treated boys and girls quite differently, boys were called on more often than girls, even though they were all rated "bright" by the teacher. Boys also got more praise for right answers.

Eccles concluded that the environment was generally more hostile to girls, and that teaching techniques such as competition, open questions and pitting girls against boys left girls uncomfortable in class, which spilled over in their attitude to the subject of mathematics.

Masemann, the final speaker, gave an overview of how cultures define male and female ability as a function of who has power. She termed the industrial revolution a turning point which showed that access to technology, and its attendant science, determined perception of ability.

Pre-industrial societies organized work along gender lines, but women supervised women's work, such as weaving or cultivating. Both sexes had distinct, parallel work hierarchies. "With the advent of machines," Masemann said, "science and technology drove a wedge between the world of men and women. Because, in most societies women were chattels and forbidden from owning property, men controlled the machinery, and ultimately the work of women."

The science used to serve technology also became a male preserve. Science has become analogous to a religion, with women excluded from a central role in the formation of theory and dogma, as in the Roman Catholic Church. "Women are deemed not to have the kinds of minds worthy to unlock knowledge," said Masemann. They are instead seen as being good at the routine, "domestic chores" of science: working as lab assistants, cleaning glassware, and so on. The popularity of domestic science was a manifestation of this philosophy, she said, with women being urged to dampen their ambition and instead "think of chemistry while mixing a cake".

Masemann concluded that women have avoided science because "people will not choose to do things where they will encounter hostility and anxiety."

"Women are still scratching at the doors of the inner altar," she added, throwing out the challenge to women to "start at rock bottom and develop a science that deals not in death and destruction, but serves the needs of humanity."

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# Strangway named head of research incentive fund

Professor David Strangway has been appointed chairman of the selection committee for awarding grants from Ontario's new University Research Incentive Fund. The \$30 million fund, announced in last year's provincial budget, will be spent over three years to support research which has potential economic benefit for Ontario, and which strengthens the partnership between industry and universities. Every two dollars invested by the private sector in an approved project will be matched by one dollar from the fund.

Competitions will be held three times yearly, with the first awards expected by the end of March. The fund is administered by the Ministry of Colleges & Universities.

The six-member selection committee is composed of senior representatives of government, industry and universities.

Strangway said he expected most proposals to be for research in computing, biotechnology and natural resources and that most research will be done in university laboratories. A glance through the proposals received so far indicates that large companies are applying, but that several small firms are also looking for funding.

"The criteria used in judging submissions will be scientific quality and the potential for industrial spin-off," he said. "We will not look at political considerations such as regional distribution."

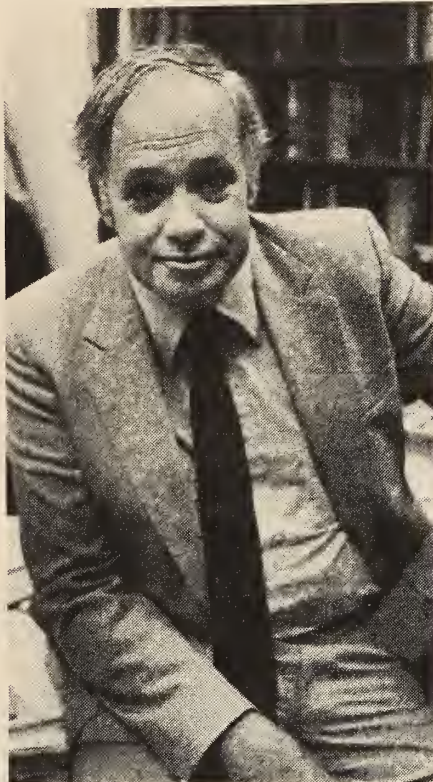
Guidelines for spending the fund do not put a ceiling on individual grants,

and Strangway wants to avoid the tendency to "shave off the peaks" by spreading the money too thinly among many projects. "I hope we can adopt the philosophy that really good programs can be funded at a level appropriate for them so they can deliver," he said.

Some universities have reacted negatively to the fund, among them the University of Waterloo, whose research dean has said the money would be better spent providing more funds directly to the university for "people, time and space" needed before more contract work can be solicited. Waterloo has not applied for money from the fund.

Other universities are suspicious, said Strangway, who thinks that, as an academic, he will be able to talk to universities to find out what their problems are. "It's harder for universities than for businesses to come to the table because of the rules universities work under: freedom to publish and other guidelines. If universities, to get money, will have to relax their rules, this could lead to serious difficulty. They may have more to gain financially under this program, but they have to overcome more hurdles to participate. The committee needs to be sensitive to this kind of thing: to see, within the framework of the fund and the policies of universities, ways in which cooperation can be worked out and made more constructive."

On the corporate side, Strangway acknowledges that ideas with obvious commercial potential may be researched in-house by large firms, who



of the difficulties in the Canadian research and development sector is this sector; that's where a lot of the activity should be.

"That's precisely why I find this program interesting — if a bias develops against small companies, we may want to recommend to government that the ground rules be changed. I don't mind the rich getting richer as long as the people who are very good have a chance to get rich."

Strangway foresees visits to universities to discuss how their participation in the incentive program might be secured or expanded, as well as possible discussions with industry associations.

Asked whether he sees the incentive fund as a pilot project on the part of the province, Strangway said, "I like to think that if the program functions well and is seen to have enhanced scientific excellence and industrial spin-off, some version of it will continue and possibly expand."

The other committee members are: Lynn Watt, executive vice-chairman, Ontario Council on Graduate Studies; Roger Higgin, assistant deputy minister, Ministry of Energy; Martin Walmsley, science adviser and energy coordinator, Ministry of Natural Resources; Allan Buchanan, president of Buchanan Consulting; and Andrew Deczky, manager of signal processing technology, Bell Northern Research Ltd.

would then bring forward their less interesting projects to the fund committee. Small high-tech firms, on the other hand, may be too poor to participate.

"I'm not sure a program that requires a two-for-one match will help a struggling company with a really hot idea, and that's precisely the kind of company we should be encouraging. This is one of my real concerns — one

## Report advocates provincial science and technology council

A science and technology advisory council is needed to coordinate provincial policy, according to a report prepared for the premier of Ontario.

The report's authors, Professor David Strangway and Martin Walmsley, science adviser and energy coordinator, Ministry of Natural Resources, were charged by Premier William Davis last August with examining the need for mechanisms by which the premier and cabinet can receive science advice directly from a broad cross-section of the science and technology community in Ontario. Their report, "Science and Technology Policy Coordination in Ontario", was submitted to the premier in January.

The need to have a central policy on science and technology is "urgent", according to the report, because of the 16 ministries and scores of public bodies, each responsible for a segment of scientific activity, in the province. "It is the inability of ministries in the past to agree on suitable cooperative structures that has had much to do with the present confusing situation," the authors state. They also note that "Ontario has often been criticized privately by agencies such as the Science Council of Canada as being the only province without a clearly defined contact point for scientific matters."

A good illustration of this, Strangway said in a recent interview, arose prior to the ministerial conference on science and technology held earlier this month in Calgary. "Ontario didn't know who to send," he said, "which reinforced the lack of a focal point for science and technology in the province." Bette Stephenson,

then minister of colleges and universities, was eventually chosen to attend. At the conference, ministers agreed to develop a national policy on science and technology to build on economic opportunities and priorities. They also called on industry to play an increased role in support of this policy.

The advisory council solution recommended by Strangway's report is proposed as the best mechanism for coordinating policy, combining "science push" and "market pull" and encouraging exchange cooperation among government, industry and universities. The council would be composed of representatives of these "three solitudes" and members of the lay public. In addition to advising the government and providing a forum for partnerships, the council would prepare reports, forecasts and special studies. The council would report to cabinet through the premier's office.

The authors considered the alternative of establishing a ministry of science and technology, but preferred an advisory council on the grounds that it would be more effective in creating a partnership atmosphere, less threatening to other ministries, less costly, and had a better track record of success in other countries.

Strangway said recently that the appointment of Robert Mitchell as minister without portfolio for science and technology was a breakthrough in giving this issue a voice in cabinet. "If he gets a strong advisory board, the necessary linkages can be made," Strangway said. Strangway expects to meet provincial officials later this month to discuss the report.

### COUNCIL OF THE SCHOOL OF GRADUATE STUDIES NOTICE OF ELECTIONS STUDENT NOMINATIONS OPEN

Three student representatives will be elected for each of the four divisions of the Graduate School. Nomination forms may be obtained at any graduate department office, the Graduate Students' Union, and the School of Graduate Studies as of February 25, 1985. Student nominations will be open until March 8, 1985 at 4 p.m. Completed nomination forms must be returned to the Office of the School of Graduate Studies prior to this time to be valid. Elected members will serve for one year until June 30, 1986 or for two years, if so indicated, to June 30, 1987.

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History & Philosophy of Science & Technology  
Italian Studies  
Linguistics  
Medieval Studies  
Middle East & Islamic Studies  
Museum Studies  
Music  
Near Eastern Studies  
Philosophy  
Religious Studies  
Slavic Languages & Literatures  
South Asian Studies  
Spanish & Portuguese

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Architecture  
Astronomy  
Biomedical Engineering  
Chemical Engineering & Applied Chemistry  
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Computer Science  
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Geology  
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Mechanical Engineering  
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Medical Science  
Microbiology  
Nursing  
Nutritional Sciences  
Pathology  
Pharmacology  
Pharmacy  
Physiology  
Psychology  
Speech Pathology  
Zoology

# Five staff, faculty, contest two Governing Council seats

by Judith Knelman

Ballots went out last week for the election of 1985-86 Governing Council members from faculty, staff and student constituencies. They are due back at Simcoe Hall by noon March 12.

Council has 50 members: the president and the chancellor, two presidential appointees, 16 government appointees, eight alumni (elected

through an electoral college), 12 members of the teaching staff, two members of the administrative staff and eight students. Government appointments and faculty, staff and alumni elections are for a three-year term; students are elected for a one-year term.

This year there are 13 vacant seats. Michael Jackel, past president and now secretary of the University of

Toronto Staff Association, is challenging the incumbent, Nanci Wintrob, for the one staff seat that is vacant. Three faculty members have been acclaimed members of Council: Roger Savory, Dr. William Francombe and Dr. Dennis C. Smith. The remaining teaching staff position on Council, which is to go to someone with a major appointment at Scarborough or Erindale, is being contested by Roger Beck, Ian Graham and E.A. Robinson.

Wintrob, coordinator of faculty staff resources in the Faculty of Arts & Science, has worked in the areas of student affairs, finance and personnel at U of T for 20 years. Last year she served on UTSA's salary and benefits committee, and this year she is on its committee on the status of women. She is chairing a provostial working group to develop a policy on sexual harassment and is on the U of T Ad Hoc Committee on the Status of Women. She is running on her record — especially strong on women's issues — and on her wide experience of the University. Sexual harassment, equal opportunity employment, career development and job security are special interests. She feels a lot of work needs to be done to get the University to recognize that the administrative staff is as committed to it as are academics.

Jackel, manager of the book department at the U of T Bookroom, where he has worked for 11 years, would like to raise the visibility of the staff in Governing Council. So far, the administrative staff has not made use of Council as a forum, he thinks. "Faculty members have an easier time of presenting their case there," he says. "The way for us to do it is to have a representative who is going to shoot his or her mouth off. If we're going to participate in the system, we may as well use it for all it's worth." Issues of concern to Jackel are job security,

employment equity, sexual harassment and the establishment of a women's centre. Jackel, whose involvement in the staff association has given him connections with the rest of the support staff on campus, has been endorsed by the presidents of UTSA, the Service Employees International Union and CUPE 1230 and by the two graduate student representatives on next year's Council.

Roger Beck has been teaching classics and religious studies at U of T on the St. George and Erindale campuses since 1968. He served on Governing Council from 1979 to 1981 and was chairman of the Academic Affairs Committee in 1980-81. "I enjoyed the work," he says. "That's not a bad reason for putting oneself forward, in view of the number of reluctant administrators around the University." He says he has a particular concern with issues that involve the two suburban campuses, but in general his approach is an empirical one in which he considers each case according to the relevant factors.

Ian Graham, a member of the Department of Mathematics cross-appointed to Erindale, began teaching at U of T in 1974. He was Erindale's discipline representative for Mathematics in 1982-83. "The concerns of academics go beyond salaries and benefits," says Graham. He would like to see Governing Council scrutinize all the operations of the University to make sure they serve its primary purpose. The expenditure on a library automation system, he feels, could not be justified under this criterion.

E.A. (Peter) Robinson, a founding member of Erindale College who teaches chemistry there, is in England on leave this year. He served on Governing Council in 1981-82 and was chairman of the curriculum and standards committee from 1979 to 1982. He has been associate dean, dean and principal of Erindale. He has said that one of his goals as a Governing Council member would be to assist the harmonious development of all three campuses and their communities.

## In Memoriam

Hartley Grant Robertson, classics, Victoria College, Jan. 12.

Hartley Grant Robertson, professor emeritus of classics, died in his 93rd year. Twenty-nine years earlier his father, John Charles Robertson, also professor emeritus of classics and also in his 93rd year, died. Most of the 185 (total) Robertson years were spent serving their subject, classics, their college, Victoria, and their university, Toronto.

Grant Robertson was born in Owen Sound in 1892, the same year in which Victoria College moved from Cobourg to Toronto. At the age of two he came to Toronto when his father joined the Department of Classics at Victoria College. After attending Huron Street Public School and Harbord Collegiate Institute, Robertson entered Victoria College in 1910 and graduated with first class honours in classics in 1914. As a member of the Canadian Expeditionary Force he served in France from 1916 to 1918, after which he studied for two terms at Oxford. On his return to North America, he completed his doctorate at the University of Chicago. These were grand days of classical scholarship. At Oxford he listened to the great Greek epigraphers and historians, Marcus Niebuhr Tod and

E.L. Hicks. At Chicago he studied with Paul Shorey and R.J. Bonner. The latter directed his dissertation, *The Administration of Justice in the Athenian Empire*, which was published by the University of Toronto Press in 1924.

In 1920 Robertson joined Victoria College as lecturer in classics. He became associate professor in 1927, full professor in 1938, and chairman of the Victoria classics department in 1952. He was appointed professor emeritus in 1960, and served two additional years as special lecturer until his retirement in 1962.

Of quiet and thoughtful disposition, Grant was devoted to his students, his colleagues, his family. A firm believer in the power of the classics to enlighten and nourish the mind, and a partisan of an age in which teaching was considered of paramount importance in the university, he gave of his knowledge and of his love of knowledge to hundreds of pupils. His publications are not numerous, but they are careful scholarship, and they span a variety of interests: Homer, Greek history, tragedy, philosophy and even Roman history.

Frail in appearance, Grant possessed an inward strength of character and physique. About a dozen years before his death he met

with a near-fatal traffic accident; he rallied, however, and regained his health. His mind also remained alert in his later life. About a year ago, Grant, on one of his regular visits (winter and summer) to his old college, stopped by our project in Athenian prosopography, and, after I had explained with altogether too much enthusiasm some of the sophistry of our new Greek data-base management system, he demonstrated with one or two percipient questions that, although he had taken it all in, he had not been "taken in by it all".

With his wife, Elizabeth Chant Robertson, a world-famous nutritionist, with their children, Mary and Helen, and with their grandchildren, Grant furnished a happy, hospitable, domestic environment both in their home on Davenport Road and at their beloved cottage at Go Home Bay. In their later years Grant and Bess were a veritable Philemon and Baucis, and if, unlike the myth, they were not transformed simultaneously, their transformation was closer temporally than reality normally permits to life's ultimate metamorphosis. *kalo k' agatho.*

John S. Traill  
Classics  
Victoria College

Gilbert Bagnani, professor emeritus, Department of Classics, Feb. 10.

Born in Rome in 1900 and educated in Rome and London, where his father was the Italian Embassy's military attaché, Bagnani pursued a career as an archaeologist after receiving a DLitt from the University of Rome in 1921 and doing postgraduate work at the Italian Archaeological School in Athens.

In 1929 he published *The Roman Campagna and Its Treasures*, a guidebook that derived from his topographical surveys of the area. The same year, he married Mary Augusta Stewart Houston of Port Hope, whom he had met in Rome. She was the daughter of a childhood friend of his mother, who as a young woman had come from Port Hope to study music in Europe. In 1930 he and his wife became involved in an Italian archaeological mission to excavate the ancient Graeco-Roman city of Tebrynys on the fringe of an oasis in the Sahara Desert. The expedition unearthed masses of papyri, including significant legal and literary documents.

In 1937 they left the Mussolini Fascists and Italy

and arrived in Port Hope with thousands of books and enough art and furniture to turn a 200-acre farm into a corner of baroque Italy. Bagnani did not allow his second career as a cattle breeder to interfere with his study of classics, modern languages and archaeology.

The gentleman scholar was not an academic, however, and had no thought of teaching in a university, though for a short time he taught math in a girls' school in the area. His arrival at the University of Toronto's Department of Classics in September 1945 was pure accident, says Professor Leonard Woodbury. Someone in classics happened to think of him when a replacement was needed for Professor C.N. Cochrane, an ancient historian, who had fallen ill during the previous term. He was brought in for a year to meet the emergency. Cochrane died, and Bagnani stayed, becoming, says Woodbury, as much of a legend as the man he replaced.

Though the Bagnanis lived in Toronto through the week while his teaching went on, they kept up the farm and always regarded their house there as home, says

Woodbury. "That's where the library is."

In 1955, Bagnani was an adviser to the University Library when the Department of Rare Books and Special Collections was set up. He later donated several hundred volumes of the works of Petronius, known as the Bagnani Collection.

He retired from U of T in 1965 and was appointed by Trent to teach Roman history. In 1971 he received an honorary degree from Trent with the following citation: "In an age when individual specialization is encouraged, he is a man of great culture and an almost limitless variety of interests. He possesses, in common with the Renaissance man, an intense desire to understand man in all his respects, and in order to fulfil this desire he has for years studied his own civilization and others, both ancient and modern. He can talk knowledgeably about life in Pompeii, life in Samuel Johnson's England, architecture, painting or farming. He might discuss the battle tactics at Marathon or Marengo or debate a point of law, Roman or English."

He retired from Trent in 1975.

## Communications workshops

"You and the Media" and "How to Publicize your Events" are two workshops designed for U of T administrators and academics to provide practical tips and procedures.

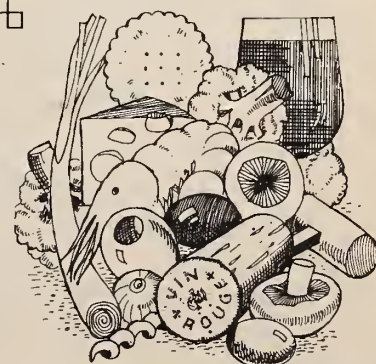
To make arrangements for either workshop to be held on your premises, contact workshop leader Nona Macdonald, media relations consultant at the Public & Community Relations Office, room 133, Simcoe Hall, at 978-2103 or 961-2516.



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# Books

## February

**Late Babylonian Texts in the Ashmolean Museum**, by G.J.P. McEwan (Oxford Editions of Cuneiform Texts, vol. X, Oxford University Press; 126 pages; \$49.95). The volume presents more than 400 texts from the period of the Chaldean and Persian dynasties in Babylonia now housed in the Ashmolean Museum, Oxford and deriving for the most part from the Oxford University excavations (1923-1933) at the site of Kish, near Babylon.

## January

**Understanding Dental Caries: Etiology and Mechanisms, Volume I**, by Gordon Nikiforuk (S. Karger AG; 300 pages; \$34.75 US). The author uses findings from diversified experimental and clinical specialties to provide an overview of all that is presently known about the etiology and prevention of dental caries.

## Catching Up

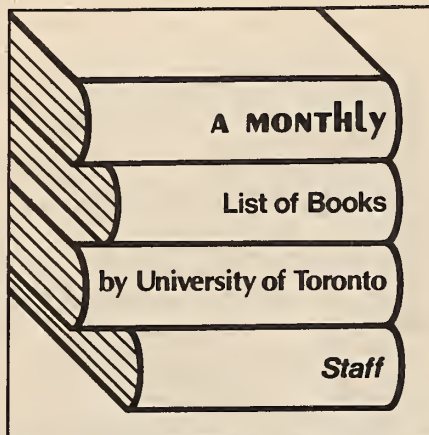
## December

**Medieval Latin Palaeography: A Bibliographic Introduction**, by Rev. Leonard E. Boyle (U of T Press;

416 pages; \$35 cloth, \$15 paper). This bibliography develops a concept of integral palaeography by covering medieval Latin in seven settings: scholarly, cultural, institutional, physical, graphic, textual and research.

**Our People: Carpatho-Rusyns and Their Descendants in North America**, by Paul R. Magocsi (Multicultural History Society of Ontario; 175 pages; \$20). Magocsi documents the story of the Carpatho-Rusyns in North America — from the earliest days of their immigration during the last decades of the 19th century to the present. He writes of the European origins of Rusyns and their migration to America, followed by a description of their settlement patterns; their economic, religious and organizational life; their cultural and political achievements; and their efforts to sustain themselves as a distinct group in the New World.

**Loneliness**, by Rabbi Reuven P. Bulka; general editor, Benjamin Schlesinger\* (Social Problems in Canada Series, 11; U of T Guidance



Centre; 53 pages; \$4.50 paper). The author offers answers to questions about a common kind of pain and discusses the paradoxes involved in the confrontation with loneliness.

**Arthur Koestler**, by Mark Levene (Frederick Ungar Publishing; 192 pages; \$17.95). An examination of the work of one of the most significant political novelists and thinkers of the century. Levene's assessment shows Koestler was acutely aware of the difficulties inherent in writing political literature.

## November

**Music and Civilization: Essays in Honor of Paul Henry Lang**, edited by Edmond Strainchamps and Maria Rika Maniates\* (W.W. Norton; 499 pages; \$49). During the course of his long and distinguished career, Lang — musician, teacher, scholar and critic — has had profound influence on thousands of people in the fields of music and the humanities. This volume covers a wide range of subjects and periods, from the aulos in classical Greece to Percy Grainger; from tonality in Palestrina to Stefan Wolpe's Berlin years.

## September

**Serving Power: The Making of the Academic Social Science Expert**, by Edward T. Silva\* and Sheila A. Slaughter (Greenwood Press; 320 pages; \$29.95 US). Using four major social science organizations, the authors look at the growing relationship between experts and society at large at the point where knowledge is put to use. They urge a broader, more sophisticated sociology of applied knowledge upon sociologists and others interested in the relation between power and knowledge.

*U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.*

## Annual McLuhan Lecture

**Jack Goody**

University of Cambridge, England

## Writing and Religion

Friday, March 8, 1985

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**5:00 – 6:30 Annual McLuhan Lecture** (sponsored by Teleglobe Canada): Jack Goody, "Writing and Religion"

**6:30 – 8:00** Registration and Reception

**8:00 – 8:30 Opening Session:** Remarks by Derrick de Kerckhove

**8:30 – 10:00** Denise Schmandt-Besserat, "Counting and the Invention of Writing"; Robert K. Logan (Discussant)

### Saturday, March 9

**9:30 – 12:30 The Toronto School of Communication**

David Olson, "Interpreting Texts as a Model for Interpreting Nature"

Brian Stock, "Literacy and Identity in the Middle Ages"

Jim Carey, "Telegraph to Computers: Technology and History"

Graeme Nicholson (Discussant), Jack Goody (Discussant), Vincent di Norcia (Discussant)

**2:00 – 4:00 Technology and Historical Determinations**

Arthur Kroger, "Society and Technology: The Innis-McLuhan Legacy"

Derrick de Kerckhove, "The Alphabet and the Brain"

Ian Parker, "Dialectics of Technology and Culture"

George Sanderson (Discussant)

**4:30 – 5:45 Round Table: "Innis, McLuhan and/or Marx?"**

David Olson (Chairperson), Graeme Nicholson, Jack Goody

**5:45 – 6:00 Closing Remarks**

Ian Parker

**6:00 – 7:00** Reception

Tickets: Advance registration \$20.00 (\$25.00 at the door); Students \$10.00 (\$12.50 at the door)

Please make cheques payable to the Harold Innis Foundation

Registration includes receptions, Saturday luncheon, and a copy of *Understanding 1984*, published by UNESCO Canada

For further information and registration contact: Roger Riendeau or Denise Spry:

978-7023 or 978-6508, Innis College, 2 Sussex Ave, Toronto M5S 1J5

Sponsored by the Harold Innis Foundation and the McLuhan Program in Culture and Technology.

## First summer job fair to be held this week

U of T students will have a chance to talk with 40 potential employers about summer job prospects at the first "Summer Job Fair" to be held Feb. 27 in the East and West Halls of University College.

Among the companies taking part in the fair, organized by the Career Counselling & Placement Centre, are Ontario Hydro, Prudential Insurance, Harbourfront Corp. and J. Walter Thompson Advertising. Company representatives will be on hand from 10 a.m. to 3 p.m. to distribute application forms and arrange interviews.

For more information on the fair, telephone Cathy Graham, coordinator of summer and part-time employment services, career counselling and placement, at 978-2538.

## UNIVERSITY OF TORONTO Bulletin

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**Associate Editor:** Judith Knelman

**Writers:** Janet Dunbrack, Arthur Kaptainis

**Copy Editor:** Margaret MacAulay

**Production Coordinator:** Chris Johnson

**Layout and Typesetting:** Sandra Sarner

**Editorial Assistant:** Catherine Armstrong

**Photography:** Steve Behal

**Advertising:** Marion de Courcy-Ireland

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# EPF: A reprieve for now, but what next?

by Richard Bellaire

*Editor's note: This article was written before the federal Department of Finance announced a one-year extension of the Established Programs Financing arrangement. Federal estimates for 1985-86 indicate that EPF transfers of cash and tax points for post-secondary education will rise by 7.37 percent nationally. In Ontario, tax transfers will rise by 3.65 percent and cash transfers by 10.84 percent.*

*Documentation compiled by the Council of Ontario Universities shows the federal share of post-secondary operating grants to Ontario universities rose steadily from 73.5 percent in 1977-78 to 91.6 percent in 1981-82. Since then, of every dollar provided by the Ontario government to universities in the form of operating grants, more than 90 cents has come from the federal government.*

*What the share will be next year is unknown, since the Ontario government has yet to announce its funding increase for Ontario universities. That announcement, and similar ones by the other provinces, may affect the federal government's long-term policy on EPF.*

"...if the federal government is to contain its expenditures in general, it is appropriate to ask whether transfers to the provinces should be insulated from policies of restraint" — *A New Direction for Canada*, background paper released with the minister of finance's economic statement of Nov. 8, 1984.

The new federal government spelled out quite clearly in *A New Direction for Canada* that it would like to curtail transfers to provincial governments for various programs including post-secondary education. As the document says, "The answer is not simply more money. We need to talk about ways in which we can use our existing resources more effectively."

The fear of the Canadian Association of University Teachers (CAUT) and other university groups is that if federal transfers are cut (or their growth is limited) the provinces will use this as a reason for further underfunding of the universities. The result would be that the situation in British Columbia — enrolment limitations, cuts in salaries, termination of employees, termination of programs — would be duplicated right across the country.

To understand the current situation and possible future actions, a little history is required. Beginning after World War II with federal financial support for soldiers returning to university, the federal government has become more and more financially involved with post-secondary education. In the 1950s the federal funds were distributed directly to the universities but this program was replaced in 1962 with a shared-cost program under which the federal government paid the provinces a transfer grant equal to 50 percent of allowable operating expenses for post-secondary education.

With the support of politicians from both levels, this shared-cost program expanded in size rather dramatically with the expansion of the post-secondary system in the 1960s. By the mid-1970s, the federal government was unhappy with the uncontrolled and escalating cost of the program; therefore Ottawa persuaded the provinces to accept a new system called the Established Programs Financing Act (EPF). Under this system, the trans-

## Forum

fers from the federal government for post-secondary education and various health programs were not tied to the actual expenditures in these areas but the federal monies were increased by a formula related to the growth in the Gross National Product.

The idea was to control the growth of the federal expenditure in this area. But almost from the beginning of EPF, the federal government was unhappy. The new program allowed the provinces to cut back on funding in the area of post-secondary education without suffering any loss of federal funds. By the early 1980s the federal figures show Ottawa paying a greater and greater percentage of the total costs of post-secondary education. Also, some within the federal government were not happy with the direction university education was taking. The Liberal government's fall 1980 budget called for cuts of \$1.5 billion to federal transfers and the government did limit the growth in transfers to postsecondary to six percent in 1983-84 and five percent in 1984-85. The revenue guarantee program, worth some three quarters of a billion dollars to the provinces, had been terminated in April 1982.

The previous government had been debating various alternatives but had not decided on a course of action. That decision now rests with the Mulroney government.

There are a number of actors in this drama. The new secretary of state, Walter McLean, was the opposition critic for that department in the previous parliament and is, therefore, knowledgeable about EPF and the operation of the post-secondary sector. However, his support for higher education has to be balanced by the financial position of the government, which was documented by the minister of finance, Michael Wilson on Nov. 8. The Department of Finance, as always, will be a major voice in this area because of its overriding control of fiscal questions.

Also very important is a four-member Cabinet committee chaired by the deputy prime minister, Erik Nielsen, which is reviewing and studying all federal programs to see what can be cut back, cut out or modified.

The previous Liberal government had commissioned Professor Al Johnson of the U of T Department of Political Science and former president of the CBC, to write a report outlining alternatives for the federal government in the area of post-secondary education. There is no commitment on the part of the government to make this report public but CAUT has called for its publication.

The Council of Ministers of Education, the provincial body that the secretary of state will deal with, has recently hired a new executive head, H.K. Fisher, former deputy minister of education in Ontario and chairman of the 1981 Committee on the Future Role of Universities in Ontario. A number of the provinces have established commissions on higher education including the Bovey Commission in Ontario and the Nova Scotia Royal Commission.

University groups have been putting forward alternatives. In May CAUT approved a Canada Post-Secondary Financing Act. This proposed legislation does not change the current constitutional situation, education being a provincial responsibility, but the act does call for an advisory committee and the establishment of a parliamentary committee on research and higher education. Most important, the act would mandate supplementary payments to the provinces if they met certain requirements related to funding and national objectives. It also requires the provinces to use the transfers for post-secondary education.

The Association of Universities & Colleges of Canada has called for a tripartite advisory body including both levels of government and the university community. CAUT offered this

model act as a means of moving the debate forward. The act was endorsed in principle by the Canadian Federation of Students at its national meeting in November.

The question of EPF is being dealt with at a number of forums. The secretary of state met the Council of Ministers of Education in January. The finance ministers will be meeting on the transfer question, thus suggesting the possibility that the question may be decided as in the past on purely fiscal terms without any consideration of the impact on the universities of Canada.

This is a very complex area, which is why CAUT has repeatedly called for all sectors of the post-secondary community to be involved in the negotiations. Without this input from those most concerned with higher education, it is feared that the decisions will be made taking into account only the short-term financial situation. The long-run development of Canada and its universities must be considered before any changes are introduced.

*Richard Bellaire is a research officer for the Canadian Association of University Teachers.*

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Thursday, Feb. 28th  
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Friday, March 1st  
To 6:00 P.M.

# Research News

## Agriculture Canada

The research branch of Agriculture Canada has announced the cancellation of the extramural research grants program as a result of a projected government deficit for 1985-86. The program will not be offered in 1985.

## Canadian Electrical Association

The Canadian Electrical Association invites the submission of proposals for research in the following areas.

1. Power systems harmonics — a review and assessment of problems.
2. Efficiency improvements in small horsepower single phase electric motors.

The closing date and time at CEA for projects 1 and 2 will be 4 p.m. *March 14*.

3. Data recording device for distribution system applications — prototype development.
4. Oil-tank explosion resistance.

5. Impacts of cold-load pickup on voltage profiles and overcurrent protection in the distribution system.
6. Cold-load pickup loading guide for mineral-oil-immersed distribution transformers.
7. Voltage unbalance on the distribution system.

The closing date and time at CEA for projects 3 to 7 will be 4 p.m. *March 21*.

8. Circulating bed AFBC waste characteristics.

The closing date and time at CEA for project 8 will be 4 p.m. *March 28*.

For further information, please contact ORA at 978-2163.

## Environment Canada

Environment Canada has announced approval of funding for the university research support fund for 1985-86. The purpose of this fund is to provide financial assistance to registered graduate students for carrying out graduate research in the field of wildlife.

The proposed project must deal with any species of wildlife, or wildlife communities, or wildlife habitats; projects dealing with fishery resources are excluded. The proposed project need not be directly related to Canadian Wildlife Service activities or programs. However, priority in the rating of projects will be given to:

- (a) quality of proposals (concept, discussion and literature review);
- (b) relevance of project to Canadian Wildlife Service responsibilities and objectives;
- (c) priority of those objectives.

The applicant, a university professor at a Canadian university, should be:

- (a) the principal supervisor of a student registered for post-

graduate work and assigned to the proposed project;

- (b) performing research in Canada;
- (c) the supervisor of a student with Canadian citizenship.

Financial support in any year will not exceed \$2,500. Support for a second year is not automatic but will be considered, based on achievements during the first year and on the report submitted. However, a new application must be submitted if second year support is to be considered. Further support may be considered beyond the two-year limit for exceptional projects.

Please note that overhead should be included in the budget at the Canadian federal government rates (see ORA Information Booklet).

The deadline date for submission of completed applications is *March 5*. For further information contact ORA at 978-2163.

## Fitness & Amateur Sport

The Office of Research Administration has received guidelines and application forms for the applied sport research program. The deadline date for submission is *March 31*. Further information and forms can be obtained from ORA, 978-2163.

## Physicians Services Incorporated Foundation

The Office of Research Administration has received revised application forms from PSI, which should be used for all subsequent submissions to the foundation. The foundation has indicated that applications will be considered at four meetings which will take place in April, June, October and January of each year. Specific deadline dates for each competition will be set at the April 1985 meeting.

Applications for the first competition of 1985 should be submitted by *April 1*. Further information and application forms may be obtained from ORA, 978-2163.

## Program for Industry/Laboratory Projects

PILP, administered by the National Research Council, is designed to assist Canadian companies to undertake projects that take advantage of technology in the form of scientific and engineering knowledge and resources existing within university and government laboratories. PILP supports these projects from the conceptual stage through to prototype or pilot-plant development with the company in order to provide a clear indication of whether this technology can result in a commercially viable product or service. Funding of a project is normally effected through a contribution arrangement with the company which would then subcontract to the university.

Representatives of PILP have expressed an interest in visiting the University of Toronto in March to meet with researchers, to tell them about the PILP program. The date of the visit is not yet set but if interested researchers or groups would call ORA now at 978-2163, we will send a notice of the meeting when arrangements are finalized.

## Upcoming Deadline Dates

Alberta Heritage Foundation — visiting scientists (to and from Alberta): *April 1*.

American Council of Learned Societies — travel grants to international meetings, July-Oct. (American citizens or permanent residents only): *March 1*.

Atkinson Charitable Foundation — research grants (Faculty of Medicine): *March 15*;

Banting Research Foundation — research grants: *March 1*.

Canada Council — film production grants: *March 15*.

Canada Mortgage & Housing — large grants (up to \$20,000): *March 1*.

Canadian Foundation for Ileitis & Colitis — research grants: *March 31*.

Canadian National Institute for the Blind — Ross C. Purse fellowships: *April 1*.

Canadian Psychiatric Research Foundation (formerly C.K. Clarke Psychiatric Research Foundation) — research grants: *February 1*.

(This information supersedes that in *Bulletin* of Feb. 4. The agency will consider applications received after the February deadline, up to the end of February, on an ad hoc basis and will review each application individually.)

Damon Runyon-Walter Winchell Cancer Fund — post-doctoral and clinical scientists fellowships: *March 15*.

Environment Canada — university research support fund: *March 5*.

Fight for Sight Inc. — grants-in-aid, post-doctoral fellowships: *March 1*.

Fitness & Amateur Sport — applied sport research program: *March 31*.

Hospital for Sick Children Foundation — research grants: *March 1*.

Imasco-CDC Research Foundation — research grants: *April 1*.

Juvenile Diabetes Foundation (US) — research grants: *March 1*.

Louis and Artur Lucian Award (circulatory diseases) — visiting professorship (nominations): *March 15*.

(This information supersedes that in *Bulletin* of Feb. 4.)

Medical Research Council — workshops, symposia: *March 1*;

fellowships: *April 1*.

National Cancer Institute of Canada (NCIC) — Terry Fox special initiatives program: *March 15*.

National Institutes of Health (US) — new research grants (unsolicited): *March 1*.

National Neurofibromatosis Foundation (US) — research grants: *April 1*;

fellowships: *May 1*. National Retinitis Pigmentosa Foundation of Canada — research grants: *March 15*.

Ontario Ministry of Health — health care systems research, public health research and development — research and information grants: *April 1*.

Ontario Ministry of Labour — applied research, occupational health and safety — research grants: *April 1*.

Physicians' Services Inc. (PSI) Foundation — research grants: *April 1*.

Royal Bank Award (nominations): *February 28*.

SSHRC — strategic grants division, Canadian studies research tools: *March 1* (please note extended deadline for 1985);

international relations division, travel grants for international conferences (June-Sept.): *March 1*;

research communications division, aid to occasional scholarly conferences in Canada (July-Oct.): *March 30*.

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*; general research grants (first competition of new fiscal year, funds released after May 1): *March 26*. Life Sciences Committee — 1985 summer undergraduate and summer graduate programs, ranked applications from departments: *February 28*.

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## PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

**Thursday, February 28**  
Thomas Caldwell Billard, Department of Chemistry, "Some Physicochemical Processes Occurring in Archaeological Systems or in Photosensitive Semiconductors." Prof. G. Burns. Room 309, 63 St. George St., 2 p.m.

**Monday, March 4**  
Douglas Allan Steane, Department of Education, "The Cognitive Problem in Learning to Read: A Study of the Effects of Analytic-Integrative Training on Learning-to-Read Early." Prof. J. Kershner. Room 309, 63 St. George St., 10 a.m. *Rescheduled*

**Tuesday, March 5**  
James P. Delgrande, Department of Computer Science, "A Foundational Approach to Conjecture and Knowledge in Knowledge Bases." Prof. J. Mylopoulos. Room 309, 63 St. George St., 3 p.m.

**Thursday, March 7**  
Robin Richard Carr, Department of Physics, "On Harmonic Oscillator Representation and Linearization." Prof. D.J. Rowe. Room 309, 63 St. George St., 10 a.m.

**Tuesday, March 12**  
Hooley Michael Graham McLaughlin, Department of Zoology, "Morphological Patterning and Stability in the Regenerating Spinal Cord of the Chick Embryo." Prof. R.A. Liversage. Room 309, 63 St. George St., 2 p.m.

**Wednesday, March 13**  
Taras L. Bryndzia, Department of Geology, "The Composition of Chlorite as a Function of Sulfur and Oxygen Fugacity: An Experimental Study with Application to the Metamorphosed Sulfide Ores, Snow Lake Area, Manitoba." Prof. S.D. Scott. Room 309, 63 St. George St., 2 p.m.

# Events

## Lectures

### The Ideology of Indian Nationalism.

*Monday, February 25*  
Prof. Em. S. Gopal, Jawaharlal Nehru University, and St. Anthony's College, Oxford. 1072 Sidney Smith Hall. 4 p.m.  
(South Asian Studies and Shastri Indo-Canadian Institute)

### Huntington's Disease: New Approaches to an Old Problem.

*Monday, February 25*  
Dr. Joseph B. Martin, Harvard Medical School; Archibald Byron Macallum lecture. Auditorium, Medical Sciences Building. 4 p.m. (Physiology)

### Frontiers in Physiology and Pharmacology.

*Tuesday, February 26*  
Neuroendocrine Regulation of Growth Hormone Secretion, Dr. J. Martin, Harvard Medical School. 12 noon.  
The Propagation of Electrical Activation in Cardiac Muscle, Dr. F.A. Roberge, University of Montreal. 3227 Medical Sciences Building. 2 p.m. (Faculty of Medicine)

### The Crises of Competence: The Professions Become Accountable.

*Tuesday, February 26*  
Dr. Lynn Curry, Dalhousie University; Rosenstadt lecture. 3153 Medical Sciences Building. 4 p.m.

### Neuroscience Lecture Series 1984-85.

#### Stimulus Memory, Stimulus Meaning, and Sensory-Limbic Interaction.

*Tuesday, February 26*  
Dr. Mortimer Mishkin, National Institute of Mental Health, Bethesda. (Playfair Neuroscience Unit)

#### Serotonin and Depression: Diagnostic and Therapeutic Observations.

*Tuesday, March 5*  
Dr. Herman van Praag, Albert Einstein College of Medicine. (Psychiatry)

#### Unit Recording in Monkey Visual and Visuomotor Systems.

*Tuesday, March 12*  
Dr. Robert Wurtz, National Eye Institute. (Psychology)  
2172 Medical Sciences Building. 4 p.m.

#### Perceptions of Myth and Reality: Louis Riel in 1885 and 1985.

*Tuesday, February 26*  
Prof. Desmond Morton, Department of History, Erindale College; Victoria College public lectures, Reality and Imagination. Room 3, Northrop Frye Hall. 4.30 p.m.

### Surgical Treatment of Pituitary Adenomas: The Transsphenoidal Approach and Its Complications — the 1985 Perspective.

*Tuesday, February 26*  
Dr. Patrick Derome, Suresnes, France; 1985 Wm. S. Keith visiting professor of neurosurgery; Royal College speaker. Osler Hall, Academy of Medicine. 5 p.m.

### A Second Reformation: Reflections on the Anglo-Catholic Experience.

*Tuesday, February 26*  
*Wednesday, February 27 and Thursday, February 28*  
Dean Eugene R. Fairweather, Trinity College; Larkin-Stuart lectures. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m.

### Skull Base Tumours.

*Wednesday, February 27*  
Dr. Patrick Derome, Suresnes, France; 1985 Wm. S. Keith visiting professor of neurosurgery.  
Management of Tumours Invading the Skull Base — Anterior and Middle Fossae — Including Fibrous Dysplasia. 8.30 a.m.  
Management of Tumours Invading the Skull Base — Sphenoidal and Clival Tumours Including Chordomas. 2.50 p.m.  
Auditorium, Toronto Western Hospital.

### Voltaire Lectures.

#### Voltaire et les Huguenots avant l'affaire Calas.

*Wednesday, February 27*  
Prof. David Smith, Department of French.

#### La Tragédie de Voltaire: échec d'un renouvellement.

*Wednesday, March 6*  
Prof. Georges Bérubé, York University.  
Room 2001, 7 King's College Circle. 4.10 p.m. (Graduate French)

### Faculty of Architecture & Landscape Architecture.

#### Recent Work.

*Wednesday, February 27*  
Peter Rose, architect, Montreal. Room 103, 230 College St. 6.30 p.m.

#### Land Tenure and Concepts of Architecture and the City: Milton Park, Montreal.

*Wednesday, March 6*  
Phyllis Lambert, Canadian Centre for Architecture, Montreal. Auditorium, Medical Sciences Building. 6.30 p.m.  
(Architecture & Landscape Architecture Alumni Association, Toronto Masonry Promotion Fund and Zeidler)

### The Coming Reformation in Science.

*Wednesday, February 27*  
University Prof. Ursula M. Franklin, Department of Metallurgy & Materials Science; second in Wiegand lecture series, Four Women Lecture on Challenges to Faith. Auditorium, Medical Sciences Building. 8 p.m. (Arts & Science and WIT)

### Soviet Medical Genetics in the 1930s.

*Thursday, February 28*  
Prof. Mark B. Adams, University of Pennsylvania. 301 Victoria College. 4.10 p.m. (IHPST)

### Bioethics Lecture Series.

#### Genetic Counselling.

*Thursday, February 28*  
Rev. A. Moraczewski. Auditorium, Upper Brennan Hall, St. Michael's College. 7.30 p.m. (Cardinal Carter Centre for Bioethics, SMC)

### Professors, Knowledge and the Weapons Chain.

*Thursday, February 28*  
Prof. Ian Hacking, Department of Philosophy and Institute for the History & Philosophy of Science & Technology. Debates Room, Hart House. 7.30 p.m.

### Egypt: New Kingdom Military and Administrative Organization (along the Ways-of-Horus in North Sinai).

*Thursday, February 28*  
Prof. Eliezer Oren, Ben Gurion University of the Negev, Beersheva. Theatre, Northrop Frye Hall, Victoria University. 8 p.m. (Society for Mediterranean Studies)

### Royal Canadian Institute.

#### The Origin and Antiquity of Human Walking.

*Sunday, March 3*  
Prof. Becky A. Sigmon, Department of Anthropology.

#### Alzheimer's Disease and the Machinery of Intellect.

*Sunday, March 10*  
Prof. Donald R. McLachlan, Departments of Physiology and Medicine. Auditorium, Medical Sciences Building. 3 p.m. Information: 979-2004.

#### Just What IS Ives' Unanswered Question.

*Monday, March 4*  
Prof. H. Wiley Hitchcock, Brooklyn College. 216 Edward Johnson Building. 2 p.m. (Institute for Canadian Music and Faculty of Music)



The Faculty of Architecture & Landscape Architecture continues its series of public Wednesday evening lectures. See details at left.

### Quebec Philosophy Week.

#### Aristotle's Poetics and Racine.

*Monday, March 4*  
Prof. Pierre Gravel, Université de Montréal. 14-045 Robarts Library. 4 p.m.

#### Philosophy and Language/la langue et la philosophie.

*Tuesday, March 5*  
Symposium with members of the Montreal and Toronto philosophical circles. Senate Chamber, Glendon College, 2275 Bayview Ave. 2.30 p.m.

#### Marxism and Ethics.

*Wednesday, March 6*  
Prof. Claude Lagadec, Université de Montréal. Combination Room, Trinity College. 3 p.m.

#### Current Trends in Educational Research.

#### Historical Perspectives on Educational Reform.

*Tuesday, March 5*  
Prof. David Hogan, University of Pennsylvania. 2-212 Ontario Institute for Studies in Education. 12 noon to 1.30 p.m. (OISE and SUNY Buffalo)

#### Fools and Schools: Scholastic Dialectic, Humanist Rhetoric; From Anselm to Erasmus.

*Tuesday, March 5*  
Marjorie O'Rourke Boyle; 20th annual Erasmus lecture. Alumni Hall, Victoria College. 4.30 p.m. (Reformation & Renaissance Studies)

#### Brazil: What Next?

*Tuesday, March 5*  
Prof. Thomas Skidmore, University of Wisconsin. Upper Library, Massey College. 5.30 p.m. (Brazil Seminar, Latin American Studies Committee, CIS, and Brascan Ltd.)

### Biological Correlates of Suicide.

*Wednesday, March 6*  
Dr. Hermann M. van Praag, Albert Einstein College of Medicine, New York. Auditorium, Clarke Institute of Psychiatry. 12 noon. (Psychiatry)

#### "The Second Reel": Feminist and Socialist Perspectives on Reagan's America.

*Wednesday, March 6*  
Barbara Ehrenreich, author and research consultant, Washington, D.C. 118 Emmanuel College. 4.30 to 6 p.m. (American Studies Committee, CIS)

#### Rembrandt and the Anatomy of Faith.

*Wednesday, March 6*  
Prof. Joaneath Spicer, Department of Fine Art; Christianity and Culture spring lecture. Theatre, Alumni Hall, St. Michael's College. 8 p.m. Tickets \$3, students and senior citizens \$1. Information and reservations: 926-7135.

#### The Hearts of Men and the Future of Women.

*Thursday, March 7*  
Barbara Ehrenreich, author and research consultant, Washington, D.C. Alumni Hall, Victoria College. 10 a.m. to 12 noon. (American Studies Committee, CIS)

### Hippocratic Tradition.

*Thursday, March 7*  
Prof. Jaroslav Pelikan, University of Pennsylvania. 301 Victoria College. 4.10 p.m. (IHPST)

### The Spirit of Medieval Theology.

*Thursday, March 7*  
Prof. Jaroslav Pelikan, Yale University; Gilson lecture. Upper Brennan Hall, St. Michael's College. 8 p.m. (PIMS)

## Governing Council & Committees

### Planning Subcommittee.

*Monday, February 25*  
Board Room, Simcoe Hall. 4 p.m.

### Admissions, Curriculum & Standards Subcommittee.

*Wednesday, February 27*  
Please note: meeting cancelled.

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# Events

## Seminars

**Searching for Place: Ukrainian Refugee Migration to Canada after the Second World War.**

*Monday, February 25*  
Lubomyr Y. Luciuk, University of Toronto. St. Vladimir Institute, 620 Spadina Ave. 7.30 p.m.  
(Journal of Ukrainian Studies)

**Aspects of Indian Foreign Policy.**

*Tuesday, February 26*  
Prof. Em. S. Gopal, Jawaharlal Nehru University, and St. Anthony's College, Oxford. 3050 Sidney Smith Hall. 2 to 3.30 p.m.  
(South Asian Studies and Shastri Indo-Canadian Institute)

**Control of Human Histone Gene Expression.**

*Tuesday, February 26*  
Dr. Gary Stein, University of Florida. 103 Fitzgerald Building. 4 p.m.  
(Microbiology)

**Managing Your Business for Profit: Current Issues Confronting the Owner-Manager.**

*Tuesday, February 26*  
Expanding the business.  
*Tuesday, March 5*  
Getting and keeping key employees.  
*Tuesday, March 12*  
Deciding on the right computer for the business.  
Last three in series of four by representatives of Touche Ross & Co. Council Chamber, South Building, Erindale College.  
Fee \$10 per seminar.  
Information and reservations: 828-5214.  
(Associates of Erindale)

**Legal Theory Workshop Series.**

**Sex and the Constitution.**  
*Wednesday, February 27*  
Prof. Sylvia Law, New York University Law School. Solarium, Falconer Hall. 12.10 to 1.45 p.m.  
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

**Experimental and Human Pathology.**

**Photodynamic Effects of Melanins on Mast Cells.**  
*Wednesday, February 27*  
Dr. Naren Ranadive, Department of Pathology.

**Elicitation of the Schwartzman Reaction with Endotoxin and Agents which Activate the Complement System.**

*Wednesday, March 6*  
Dr. Henry Movat, Department of Pathology. 4171 Medical Sciences Building. 4 p.m.

**An Overview of Peace Research.**

*Wednesday, February 27*  
Prof. Anatol Rapoport, peace studies, U of T; last in series, Peace, War and the University. 140 University College. 7.30 p.m.  
(UCAM)

**Solid and Hazardous Waste Management: Series 2, Landfill and Groundwater.**

**Theory and Design of Landfill Liners.**

*Thursday, February 28*  
Denys Reads, Golder Associates, Toronto.

**Groundwater Modelling to Predict Leachate Migration.**

*Thursday, March 7*  
Prof. E.A. McBean, University of Waterloo. 221 Galbraith Building. 4 p.m.  
(Environmental Studies)

**Cis-and Trans-acting Elements in Yeast Gene Regulation.**

*Thursday, February 28*  
Prof. E. Ted Young, University of Washington, Seattle. 3163 Medical Sciences Building. 4 p.m.  
(Microbiology)

**Racial Discrimination in Toronto: Report on a Field Test.**

*Friday, March 1*  
Prof. J.G. Reitz, Department of Sociology; Urban & Community Studies brown bag series. Room 204, 455 Spadina Ave. 12.15 p.m.

**Urban Policy, Social Structures and Housing Markets in Hungary.**

*Friday, March 1*  
Prof. Robert Manchin, Sociological Institute, Budapest, visiting University of Wisconsin. Croft Chapter House, University College. 2 p.m.  
(Development Studies, Russian & East European Studies and Urban & Community Studies)

**The Social Impact of Logging and Reforestation in North India.**

*Friday, March 1*  
Prof. Stuart Philpott, Department of Anthropology. 2090A Sidney Smith Hall. 3 to 5 p.m.  
(South Asian Studies)

**Ambiguity, Irony and Imagery in Aeschylus' Suppliants.**

*Friday, March 1*  
Prof. D.J. Conacher, Department of Classics. 148 University College. 3.10 p.m.

**Semiotics of Gesture: Notating Body Movements in the Analysis of Limb Apraxia.**

*Saturday, March 2*  
Prof. Erik Roy, University of Waterloo and Mount Sinai Hospital; meeting of Toronto Semiotic Circle. 205 Northrop Frye Hall, Victoria College. 10.30 a.m.

**Literacy and Language Change: The Special Case of Speech Act Verbs.**

*Monday, March 4*  
Prof. Elizabeth Traugott, Stanford University; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m.  
(McLuham Program in Culture & Technology)

**Vascular Development in Monocotyledons.**

*Wednesday, March 6*  
Prof. P.B. Tomlinson, Harvard University. Room 7, Botany Building. 3.30 p.m.

**Intentionality in Early Child Speech.**

*Wednesday, March 6*  
Prof. Guy Ewing, York University; cognitive seminar series. Coach House, 39A Queen's Park Cresc. E. 4 p.m.  
(McLuham Program in Culture & Technology)

**The Different Faces of Technology: Cost, Benefit and Control.**

*Friday, March 8*  
University Prof. Ursula Franklin, Department of Metallurgy & Materials Science; Urban & Community Studies brown bag seminar. Room 204, 455 Spadina Ave. 12.15 p.m.

## Colloquia

**Cores of Bulges and Elliptical Galaxies.**

*Wednesday, February 27*  
John Kormendy, Dominion Astrophysical Observatory, Victoria. 137 McLennan Physical Laboratories. 3.10 p.m.

**Memories and Habits: Two Neural Systems.**

*Wednesday, February 27*  
Dr. Mortimer Mishkin, National Institute of Mental Health, Bethesda. 2135 Sidney Smith Hall. 4 p.m.  
(Psychology)

**Insulin Uptake in the Kidney.**

*Monday, March 11*  
Dr. Mel Silverman, Department of Medicine. Basement level, McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m.  
(Banting & Best Diabetes Centre)

**The Future of the World Bank.**

*Friday, March 8*  
Roy Culpeper, World Bank. Croft Chapter House, University College. 2 p.m.  
(Development Studies)

**Literacy and the Lyric Poets.**

*Friday, March 8*  
Prof. R.L. Fowler, University of Waterloo. 148 University College. 3.10 p.m.  
(Classics)

**Diffusion Limited Aggregation.**

*Thursday, February 28*  
Prof. John Deutch, Massachusetts Institute of Technology. 428 Lash Miller Chemical Laboratories. 1 p.m.  
Please note room and time.

**Population Aging and Social Welfare in Japan.**

*Thursday, February 28*  
Prof. Shinya Hoshino, Tokyo Metropolitan University. Room 722, Faculty of Social Work. 4 to 6 p.m.

**Examination of the Canadian and American Bishops' Statements.**

*Friday, March 8*  
Lee Cormie, St. Michael's College. Board Room, Toronto School of Theology, 47 Queen's Park Cresc. E. 3.15 p.m.  
(TST)

**Women and Taras Shevchenko.**

and  
**Feminism and the Early Ukrainian Women's Movement.**  
*Monday, March 11*  
Morris J. Diakowsky, Toronto, and Halyna Freeland, Edmonton. St. Vladimir Institute, 620 Spadina Ave. 7.30 p.m.  
(Journal of Ukrainian Studies)

**New Organometallic Chemistry of Cyclopentadienyl Rhenium Compounds.**

*Friday, March 1*  
Prof. John Gladysz, University of Utah. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

## Meetings & Conferences

**Frontiers in Physiology and Pharmacology.**

*Tuesday, February 26*  
Guest speakers: Dr. F.A. Roberge, University of Montreal; Dr. Mortimer Mishkin, National Institute of Mental Health, Bethesda; Dr. J. Martin, Harvard Medical School. (See lectures.)  
Poster sessions covering pharmacology, physiology and medical research. Alumni Common Room. Medical Sciences Building. 9 a.m. to 5 p.m.  
Information: Theresa Talleriko-Melnyk, 978-2429.  
(Physiology, Pharmacology, SGSAA, GSU, Ciba-Geigy Canada Ltd., Diamed Lab Supplies Inc., Hoffman La Roche Ltd., Grass Instrument Co., C.V. Mosby Co. Ltd., Ontario Heart Foundation, Upjohn Co. of Canada Ltd.)

**Victoria Women's Association.**

*Wednesday, February 27*  
Prof. Vernon Fawcett, Emmanuel College. Wymilwood, Victoria College. 2 p.m.

**CUSO Public Information Meeting.**

*Wednesday, February 27*  
Overseas opportunities for skilled adults of all ages interested in becoming involved in self-help projects in Asia, Africa, the Caribbean, Latin America and the South Pacific. International Student Centre. 7.30 p.m.  
Information: 978-4022.

**Profiles: Change, Challenge, Celebration.**

*Thursday, February 28*  
Panel of School of Graduate Studies alumnae speak about graduate and career life. Moderator: SGS Assoc. Dean Nancy Howell. Debates Room, Hart House. 12.15 to 1.30 p.m.

**Medieval Urban Society.**

Annual Conference, Centre for Medieval Studies.  
*Friday, March 1*  
The Household Systems of the Medieval Italian Town, Prof. David Herlihy, Harvard University. 9.15 a.m.  
I. Family, Kinship and Property in the Medieval Town. The Power of Grief: Widows' Rights in the Medieval Italian City, Prof. Diane Owen Hughes, University of Michigan; Power, Property and Honour: The Family Strategies of Sienese Magnates, 1230-1360, Edward English, Centre for Reformation & Renaissance Studies; Dowry Awards and the Choice of Marriage Partners in Medieval Mediterranean City States, Prof. Susan Mosher Stuard, Haverford College and Institute for Advanced Study, Princeton.  
II. Medieval Urban Institutions: Guilds, Governments and the Church. 2.30 p.m.  
The Barcelona Clergy: The Urban Life of Clerics in the Mid-14th Century, Prof. Kristine Utterback, University of Calgary; The Governance of Medieval Ghent (Flanders), Prof. David Nicholas, University of Nebraska, Lincoln; Guilds, Governments and Beer: The Brewing Industry in the Towns of the Medieval Low Countries, Prof. Richard Unger, University of British Columbia.

*Saturday, March 2*  
III. Medieval Urban Culture and Town Patronage of the Arts. 9.45 a.m.

The Influence of Urban Centres on the Architecture of 13th-Century England: The Case of Lincoln Cathedral, Prof. Malcolm Thurlby, York University; Visual Culture and Social Change in Late Medieval Bruges, Prof. Jean Wilson, Cornell University; Urban Ensembles and Town Patronage of Musicians in Flanders, South Germany and Italy: The Rhineland Connection, Prof. Keith Polk, University of New Hampshire; Minstrels, Waits and Leopardwards: Entertainment in Medieval Exeter, Sarah Elizabeth MacLean, Records of Early English Drama.

IV. Life, Work and Death in Medieval Towns. 2 p.m.  
Retailers and Artisans in an English Market Town: Exeter in the Late 14th Century, Prof. Maryanne Kowaleski, Fordham University;

Women in Business in Late-medieval Montpellier, Prof. Kathryn Reyerson, University of Minnesota; Immigrants and Work in 15th Century Rome, Prof. Egmont Lee, University of Calgary; The Plague, Bourgeois Values and the Development of Public Health in Late Medieval Western Towns, Prof. Robert Gottfried, Rutgers University. All sessions at Alumni Hall, St. Michael's College, 121 St. Joseph St. Fee for sessions \$15.  
Information: 978-2380.  
(Medieval Studies, SGS and SSHRC)



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## What happened in the certification poll?

Last fall the UTFA executive polled those of us whom it represents, faculty and librarians, asking whether or not we favoured attempting to certify as a union should there be no resolution in the negotiations then in progress. Was the purpose of this poll to permit UTFA to serve the will of the majority of its constituents? Or was the purpose to discover how much member "re-education" may be necessary before the majority might be persuaded to serve the policies of the current UTFA council? Recent revelations about the continued and active interest in the council to prepare for certification suggest that either a near majority of respondents on that poll were in favour of certification, or that the executive plans to ignore the possible wisdom of contrary opinion by a majority of members. What were the results of that poll concerning certification?

At the time of the poll, I assumed that members of UTFA would be told the results. That would be fair, educational, and just the sort of thing that ORA ethics reviews require of social science research. When I asked for the results, I was told that no one took the

time to tally the ballots sent in. I understand that others have been told this too, and some have been told that the results are known but won't be released.

Curious as to what the results might have been, in the last week of January I carried out a telephone poll of a random cross-section of those who are represented by UTFA, professors and librarians, to find out if and how they responded on the UTFA ballot last fall. I sampled from the University phone directory, one eligible person per column, listed at or next below a randomly generated position on each of 33 pages. I called each member of this sample at least five times when necessary. I reached a total of 53 respondents from the potential sample of 66. Of the 53 there were 44 members of UTFA and nine non-members, 24 who had returned the UTFA ballot and 29 who had not or who were not sure if they had. In every case I was met with courtesy and candour. It is hard for me to imagine that this sample does not fairly reflect the population at large.

On reaching each person and confirming when necessary that they

were in the faculty-librarian constituency, I asked these four questions: "Did you receive the [ballot] form?" "Did you fill it out and return it?" "Did you say you favoured certification procedures?" — or —

"Would you have said you favoured certification procedures had you responded at that time and had no resolution of the negotiations been achieved?" And, "Are you a voting member of the UTFA?"

I found that 34 percent of my total sample either approved of, or would have supported certification (even if reluctantly) at the time of the ballot last fall. The standard error attaching to this figure of 34 percent is less than seven percent. Those who were against certification were naturally less likely to have returned their ballots at all. Still, only 42 percent of those who did return their ballots were willing to say they could support certification, while among those who did not return their ballots, 28 percent might have supported certification. Membership in UTFA was associated with a similar slight difference in opposition to certification. Among all non-members eligible to belong to UTFA, 77 percent would have opposed certification, while among members of UTFA, 63 percent would have opposed certification.

Future changes to the UTFA constitution, allowing certification, would require that twice the proportion of those who earlier favoured certification now vote to facilitate it. If such changes were put through, it would represent a significant political failure by the great majority who appear to be against certification. And, if UTFA council thought they could arrange to put through such changes, it would represent their willingness to enter into a distinctly undemocratic exercise.

It is short-sighted to argue that certification as a union, or even just changing of the UTFA constitution to exclude administrators (which opens



the possibility of some later fast certification vote) could lead to a long-range improvement in our unenviable situation. Divisions create division. And confrontations create polarization. Even if the complaints made by past UTFA negotiating teams about how they were callously rebuffed by administration negotiators are true, unionizing will not change the administration. Courtesy in dealing with the administration, and retirements, will change it if that really is needed. What we need most to change is not the constitution or status of UTFA, but rather how its negotiators respond to administrative sensitivity and insensitivity. This means, in part, that we have to change who does the negotiating, and, to whom they first report.

I have not, since its inception, been a member of UTFA. And I have recently met some former UTFA members who, after long memberships, have resigned in reaction to the rather undemocratic treatment they felt they suffered at recent meetings. The events of these last two months have convinced me, however, that it is a mistake to leave UTFA in the hands of any minority who may fulfill their own fearful prophecies of future unfairness by pursuing the policy of unionizing scholars and professionals. I urge all who may share my misgivings about some of the current directions that UTFA is taking to join or re-join the organization, in time for the next general meeting.

*J. Barnard Gilmore  
Department of Psychology*



## UTFA PRESIDENT

The constitution of the University of Toronto Faculty Association requires candidates for President to be nominated by members of the UTFA Council. Members of the Association, however, are invited to suggest names to Council members.

Nomination forms are available in the UTFA office in the TIP TOP TAILORS BUILDING, 455 Spadina Avenue. The nomination form requires the signature of two members of the UTFA Council and must be returned to the office by March 15, 1985. The election will be conducted by a mailed ballot of the membership in the following two weeks.

### 1984-85 COUNCIL

M. Anderson, *Library & Information Science*  
D. Baillie, *Retired Members*  
J. Berger, *Zoology*  
B. Bessner, *Combined Libraries*  
B. Bosnich, *Chemistry*  
C. Brodeur, *Education*  
N. Choudhry, *Economics*  
J. Clark, *Combined Libraries*  
J. Collard, *Education*  
A. Colthurst, *Rehab. Med./Art as Applied to Med./Anatomy/Speech Path.*  
R. Deshman, *Fine Art/Classics*  
W. Dick, *Humanities (Scarborough)*  
F. DiCosmo, *Botany/Geology*  
M. Donnelly, *Social Sciences (Scarborough)*  
P. Dyson, *English (New)*  
J. Estes, *Victoria*  
P. Fitting, *Woodsworth/New/Innis/TYP*  
B. Forrin, *Life Sciences (Scarborough)*  
W. Graydon, *Chemical Engineering/Metallurgy & Materials Science*  
H. Hainsworth, *Education*  
J. Holladay, *Near Eastern/East Asian/Middle East & Islamic*  
A. Horne, *Combined Libraries*  
S. Kent, *Architecture/Landscape Architecture*  
J. Kenyon, *Misc. Med./Microbiology/Nutr. Sciences*  
B. Kidd, *University College*  
A. Kontos, *Political Science*  
J. Lee, *Social Sciences (Scarborough)*  
M. Levene, *Humanities (Erindale)*  
G.R. Lord, *Retired Members*  
D. Manchester, *Physics/Astronomy*

G. McCracken, *Health Admin./Behav. Science/NCI/Prev. Med. & Biostat.*  
K. McMorrow, *Combined Libraries*  
A. McQuillan, *Geography/Psychology/Urban & Regional Planning*  
O. Miller, *French/English/Comp. Lit./Drama/Medieval Studies*  
J. Moorfield, *University of Toronto Schools*  
G. Nairn, *Pharmacy*  
A. Oliver, *Trinity*  
N. Parker, *Nursing*  
M. Parker-Hale, *Music*  
G. Patterson, *History*  
F. Popovich, *Dentistry*  
F. Rimrott, *Mechanical Eng./Industrial Eng./Aerospace Studies*  
H. Rogers, *Linguistics/German/Statistics*  
W. Rolph, *Spanish & Portuguese/Slavic Lang. & Lit./Italian*  
A. Rose, *Social Work*  
P. Rosenthal, *Mathematics/Computer Science*  
S. Schiff, *Law*  
A. Sedra, *Electrical Engineering/Biomedical Engineering*  
J. Siegel, *Management Studies*  
C.A. Silber, *Victoria*  
G. Smith, *Anthropology*  
P. Tiidus, *Physical & Health Ed./Athletics & Recreation*  
R. Tully, *St. Michael's College*  
J. Wayne, *Sociology/Criminology*  
F. Wilson, *Philosophy/IHPST/Religious Studies*  
C. Yip, *Banting & Best/Biochemistry/Ci. Biochemistry/Med. Genetics*



## UTFA Council Elections

The following seats on the University of Toronto Faculty Association Council will become vacant in July 1985.

# Constituency	# Constituency
6 Chemistry	35 Pharmacology/Medicine/Physiology/Pathology
7 Fine Art/Classics	36 Civil Engineering/Geological Engineering
9 English/French/Medieval Studies/Drama/Comparative Literature	37 Chemical Engineering/Metallurgical Engineering
11 History	39 Mechanical Engineering/Industrial Engineering/Aerospace Engineering
16 Political Science	43 Education
17 Linguistics/German/Statistics	46 Law
19 Erindale — Social Sciences	47 Library & Information Science
20 Erindale — Sciences	51 Pharmacy
21 Scarborough — Humanities	53 Social Work
23 Scarborough — Physical Sciences	54 Combined Libraries
26 Victoria College	55 Combined Libraries
28 Trinity College	59 Retired Members
34 Banting & Best/Biochemistry/Clinical Biochemistry/Medical Genetics	60 Retired Members

Members within these constituencies are requested to make nominations for these Council seats. Forms will be distributed to members and additional ones will be available at the UTFA offices. The nominations close March 15. Elections will be held March 18-29.

# Letters

## Error undermines UTSA's position

In your Feb. 4 story entitled "UTSA protests lack of action and access on important issues," you made an important error that undermines UTSA's position. I did not say that dissatisfaction has arisen this year because deadlines for final positions on release of staff and VDTs have not been met. I made it clear both in an interview and in an article in the UTSA Newsletter that our dissatisfaction arises from the reduced level of the University's appointments to the committee and from the failure of the committee to arrive at final policies that are even close to accomplishing what we believe they should accomplish.

The proposal we made to Alec

Pathy, vice-president (business affairs), which essentially involved continuing with the present liaison committee operating as a working group and establishing a more formal committee to finalize and give formal approval, satisfies Alec Pathy's and Assistant Vice-President Bruce McDougall's desire to avoid involvement in the nitty gritty.

The fact of the matter is they do not want to be formally committed to a policy before it goes to the Personnel Policy Board. They would then be forced to defend a policy at the board, and they would lose face if it were turned down. One of the most important reasons why UTSA wants them to

be formally committed in this way is the increased assurance this gives us that policies worked out in the liaison committee will be accepted by the Personnel Policy Board.

So far Alec Pathy has not given any reasons for turning down our proposal. But you have given him an opportunity to defend the University's record in meeting deadlines and thereby avoid the real issue.

David Askew  
President  
U of T Staff Association

## One-sided campaign won't free political prisoners

I hope that Drs. Yuri Orlov and Anatoly Shcharansky will soon be granted their freedom. That is why I last year signed a statement in support of an international campaign of academics in their behalf. My concern for these two prisoners, and for many others in various countries, remains the same; but I have come to believe that this kind of campaign is counter-productive, and have asked that my name be deleted from the international campaign's future mailings.

Some of the campaign's literature has come to resemble the kind of one-sided condemnation of the USSR that I associate with the outlook of the Reagan administration (occasionally the campaign's rhetoric has been even more extreme: in its Sept/Oct 1984

*Bulletin* it is asserted that the maltreatment of the Sakharovs "exceeds the horrible experiments of Hitler's doctors"). To this kind of pressure I doubt that the Soviet rulers will ever yield.

When we try to support the cause of freedom for Drs. Orlov and Shcharansky, surely the wrong tack is to fan the flame of the Cold War hatreds. In my view a two-track approach is needed: we must condemn violations of basic human rights, wherever they are perpetrated; but we must also do our utmost to push for a less incendiary political climate in our endangered world. This second track requires that we *not* give support to those who single out Soviet communism as the world's "focus of evil",

while closing their eyes to the massive crimes perpetrated in the name of anti-communism, in Central America and elsewhere, with overt and covert US support. The nuclear arms race itself, with US and the NATO powers always in the lead (now heading for a space race, too), is in my view the ultimate obstacle to our hopes for a world fit for human beings, a world of human rights.

My concern in writing this statement is to dissociate myself from what to me now resembles other Cold War-type campaigns against Soviet communism, for all its many distinguished signatories. Victims of Soviet miscarriages of justice are also, politically speaking, victims of the Cold War, which the Reagan administration has been doing so much to intensify.

Political prisoners, in the USSR and elsewhere, deserve our active support. But we must at the same time resist to the utmost that ultimate affront to our common humanity, the nuclear arms race itself, and the self-righteous anti-communism that sustains it, and builds up a climate of opinion that will be satisfied with no peace short of a Pax NATO-Americana.

Christian Bay  
Department of Political Science

## The chop and shovel method

With regret, I must inform Mr. Funk that the ice removal after New Year's was not satisfactory (*Bulletin*, Jan 21). The approach to Robarts from the north, which is the way everyone comes in from the subway, remained hazardous for days. So did the approach to the Arbor Room, which was then the only convenient place on campus to eat.

Mr. Funk pleads that the ice took long to melt, despite the application of 24 tons of salt. When my sidewalk ices

over, I don't strew chemicals on it and hope for the best: I chop it up and shovel it away. If I can do that out of regard for people's safety, when it takes me away from my proper work, then it is surely not too much to expect of people who are hired and paid to do just that.

William Cooke  
Records of Early English Drama



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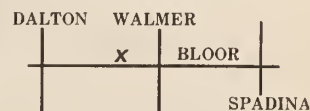
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## Victoria College Public Lectures 1985

**Reality and Imagination**



Tuesday, February 26  
**Desmond Morton, HISTORIAN**  
"Perceptions of Myth and Reality: Louis Riel in 1885 and 1985"

Tuesday, March 12  
**Dennis Lee, POET**  
"Roots and Play: Writing as a 45-year-old Children"

Tuesday, March 26  
**Robert Bateman, ARTIST**  
"Controversial Questions in Art"

Northrop Frye Hall, Room 003,  
4.30 p.m.

*Members of the Staff, Students and Public are cordially invited.*  
*Tea will be served.*  
*Admission free.*

**A manager I know (Mr. Stress)**  
**One day found his office a mess**  
**The secretary sick**  
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## Industrial relations review committee

A review committee has been struck to review the Centre for Industrial Relations. Members of the committee are: Associate Dean N.L. Howell, SGS (chairman); Dean R.L. Armstrong, Arts and Science; N. Conic, graduate student; Professors B.A. Langille, Law; F.J. Reid, Economics; J.G. Reitz, Sociology; P.M. Stokes, Environmental Studies; and D.A. Ondrack, Management Studies; and P.J. White, Secretary, SGS.

The committee will be pleased to receive comments or submissions from interested persons until *February 29*. They may be sent to Associate Dean Nancy Howell at the School of Graduate Studies, 63 St. George St.

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A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to *University of Toronto* must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St. Ads will not be accepted over the phone.

## Accommodation Rentals Available — Metro

**Fine Moore Park Home** 10 minutes from University. Bright, spacious, well-furnished, fully equipped. 3 bedrooms, 2 washrooms, study, family room with walkout. Quiet cul-de-sac near schools, transportation, shops, parks. Pleasant, private garden. Summer '85-'86. \$1650/month, negotiable: 423-1102.

**Sublet**, only a few steps from subway and beautiful High Park. Luxury two-bedroom apartment fully furnished, with air-conditioning, three balconies, cable TV, sauna, exercise room, tennis, outdoor swimming pool. Car and parking negotiable. Available mid-May to mid-August. \$750 per month. References required. Phone Payzant 762-3860 evenings.

**Short-term rental, available May 1.** Attractive, quiet 2 bedroom duplex (or one bedroom and large study). Fully furnished, washer and dryer, backyard, one minute from Greenwood subway. \$700 per month. 465-6338.

**Luxury house — Beverley/Queen.** Totally renovated. Immaculate. 4 bedrooms, modern kitchen, living room, 1800 sq. ft. References and lease. Immed. Poss. \$1200/mo. + utilities. 651-0265.

**Sabbatical home 10 minute walk** from campus on quiet street. Three-storey, two bathrooms, fully equipped, partially renovated, 5 new appliances. Suit family. Available June 85-Aug. 86. \$1100 per month. 536-5751.

**Sabbatical leave rental:** five bedroom Victorian house on Markham Street with two bathrooms and private parking. Available September 1985 to sometime in June 1986. \$1200 per month. Call 922-1085.

**For rent, from July 1985 to August 1986,** a three bedroom fully furnished house with study. Located in Bloor West Village near schools, subway and unusually fine shopping. \$1000.00 a month plus utilities. Contact Mr. Allan Scanlon, 341 Beresford Avenue, Toronto, Ontario M6S 3B4. Phone (416) 766-1796 after 6:00.

**Sublet room in house,** Spadina & Bloor, May through Aug. April & Sept. optional. Flexible with furniture. \$185/mo., less for entire summer. A good deal. 960-6001. Jack.

**Summer Rental.** Within ten minutes walking distance of U of T. Three storey newly renovated town house on quiet residential street. Two or three bedrooms, delightful small garden, close to shops and subway. Available three months May-August, dates negotiable. \$925 per month plus utilities. Phone 928-3275.

**Sabbatical Rental.** Well-furnished renovated 10-room home on quiet street near High Park subway. Free access to neighbouring swimming pool and tennis courts. \$1500/month plus utilities. July 1 to June 30. 762-2117 evenings.

**Summer rental Major St.** near College. Professors' home: 3 bedrooms, 2 dens, deck, parking, large kitchen, 5 appliances, furnished, early May to Aug. 31. \$750/month. 978-6999, 921-3925.

**Office. Central location.** Carpeted. 144 sq.ft. \$240/month utilities included. Call 977-0844.

**House for Rent.** Convenient Palmerston Square location. Available July '85 to August '86. 2 bedrooms + den. Furnished with 5 appliances, hearth stove, antiques and more. Low maintenance landscaped yards. Non-smokers with references. \$1000/month + utilities. 536-6469.

**Don Mills-Eglinton.** Unfurnished three-bedroom apartment with air conditioning, indoor swimming pool, overlooking the golf course. Available 2nd week in April. \$750 month includes utilities and parking. Contact Dr. Huterer 923-1177 or 978-8971.

**Short Term Rental.** 1 bedroom luxury apartment with fireplace and ensuite 5-piece bathroom; College & Bathurst; March 1 to September 1. Skylights, exposed brick, and much more. \$750 plus utilities. 887-9302.

**Steps to U of T.** College & Bathurst (Markham Street). 2 bedroom luxury apartment, exposed brick, bedroom with fireplace, tract lighting, vertical blinds, split level, 1-4 piece bathroom. \$900 & utilities. 887-9302.

**House for Rent.** Furnished, all appliances, app. 1 year: April. 2 storey, 3 bedroom, 1-1/2 baths, gas, fireplace, finished basement. 1/2 hour drive downtown. Large treed lot, quiet. \$900 per month (negotiable). Phone 741-3056.

**For Rent in Beaches.** Furnished three-floor house near lake and park. Three bedrooms plus self-contained flat available September 1985 to May or June 1986. Phone 698-5485.

**Steps to U of T Major St.** Fully furnished, including cutlery & crockery. 3 bedroom renovated house, parking. From March-July — negotiable. \$1,200 per month including utilities. Phone 929-3550.

**Short-term furnished luxury condominium apartment** available (April 1 — June 30) on Avenue Road at St. Clair. Asking \$1300/month. For information Mrs. Starkman (day 429-2000/evening 486-7884).

**For Rent — House for month of April 1985.** 3 bedrooms - furnished — close to campus — suitable for visiting professor. \$500 includes utilities. Phone 531-7134 after 6 p.m.

## Accommodation Rentals Required

**Wanted: Furnished accommodation,** two bedrooms minimum, east Toronto. Wife and myself on research leave from University of Manitoba, August 1985 to July 1986. No children, no pets. References available. Dr. Glenn Swift, 881 Kilkenny Drive, Winnipeg, R3T 4Y4. (204) 261-8876.

**Visiting senior Oxford professor** and family of five require a furnished house with 3 bedrooms or more, near schools, University or subway from April 15 to September 15. References. 978-8883 or 924-2226. Mrs. Kingsmill.

**Visiting English academic and spouse** require one or two bedroom apartment, central location, mid-August to mid-December, 1985. For further information call 978-4619.

**Wanted accommodation for April, May and June** for visiting professor and family. Will pay \$1000 per month. Contact V. Percival at 978-6767 between 9:00 a.m. and 5:00 p.m.

**Wanted — furnished house for family of four** during May and June. Preferred location: reasonable distance of Northern Secondary School at Eglinton and Mount Pleasant. e.g. Moore Park, Bathurst-Eglinton, St. Clair areas. Lilian Schacter. 781-5995.

**Leaving on sabbatical?** Professional couple looking for home to rent starting July 1/85, accessible to University of Toronto/T.G.H. Reply Professor Inculter, University of Western Ontario. 519-679-3333.

**Two-bedroom Toronto accommodation needed** by professional English lady for about one year, preferably from mid-March. Will consider exchange with her one-bedroom apartment in Central London (England). Louise Kaye 485-9649.

**Help! My ceiling** has collapsed! Please help me find a quiet 1-2 bedroom apt. (with parking facilities). Am a non-smoker, have no pets or other vices. Phone Rebecca 978-6407.

**French medical doctor and family,** four children, in Toronto for one sabbatical year, Princess Margaret Hospital, seek furnished house or apartment, 3 or 4 bedrooms, near subway. Write: Pierre Ruffie, 4 Avenue Perigord, 91130 Ris-Orangis, France.

**Older University couple wishes to rent** two or three bedroom furnished apartment off-campus or near subway for academic year 1985-1986. Phone: 698-5485.

## Accommodation Shared

**Room for rent.** \$260 per month in shared, renovated 2 storey apt. King-Dufferin area. Prefer female or person sympathetic to the arts. Barry — 536-7503 after 6.

**Large room available in house** shared with 2 mature professionals. Washer, dryer, garden and parking included. College/Spadina/Harbord area. Non-smoker, semi-vegetarian, 30+ preferred. \$300 plus 1/3 of utilities. 929-0270 Monica.

**Shared accommodation available** in College-Dovercourt area. Elegant spacious Victorian home currently being restored. Large garden and piano. \$325 monthly. 537-4280.

## Accommodation Out-of-town

**South of France sabbatical retreat.** Part of former chateau in wine-producing area. 3 bedrooms, telephone, garage, courtyard garden, fully furnished and equipped. 12 miles to Montpellier, 20 miles to Mediterranean. September 1 to June 30. \$550 per month. (416) 978-2652 or 690-4481.

**Oxford Rental.** Sept. 1985 — June 1986. Three bedroom house in small Cotswold Village, 20 mins. Oxford. Fully furnished; all appliances; oil heating; stone fireplace. Lawn terraced to stream; duck pond. £250 per month. Peter Heyworth, 961-4288 (evenings).

**Freeport, Bahamas.** Two-bedroom garden apartments at the Lucayan beach on Grand Bahama Island. Beautiful beaches; great swimming, snorkelling, scuba diving, wind surfing and other water sports. Golf and tennis nearby. Ideal vacations for families or two couples. Weekly US\$350. Discount air fares available. Contact Prof. McAndrew 447-4613 or 927-1640.

**U.K. House (London) for rent.** 24 July — 21 August. Compact well-appointed town house, central London, sleeps 3 to 4 (one double, one single, bunk beds on request). All mod. cons. Close museums, colleges, theatres. Excellent public transportation. £100 per week inclusive except telephone. Contact Mr. and Mrs. Howell, 133 Graham St., Islington, London N1 8LB; telephone 011-44-1-837-2620.

**May in Avignon.** Restored ancient farmhouse, secluded but not isolated, magnificent views, 4 bedrooms, 2 bathrooms, fully furnished and equipped. Available May only; watch the cherry blossoms. \$1,200. 978-8637.

**Sabbatical in Cavaillon.** Painter's lovely restored farmhouse, 3 bedrooms, fabulous studio, furnished, new bathroom, central heat; available Sept. 1 to June 30. \$500 per month. 978-8637.

## Accommodation Houses & properties for sale

**Casa Loma — only \$169,500.** Great value, this detached family home has been fully updated with features including main floor bathroom, 2 fireplaces, breakfast room. Walk out to cedar deck, magnificent enclosed yard. Vendor has bought. Call for details. Barbara Peltz 534-6381. Darrell Kent Real Estate Limited Realtor.

**Affordable, spacious updated!** 3 Bedroom semi-detached across park. Walk to Bloor St. French immersion school & subway. Eat-in-kitchen, 2 pc. bath on main floor, lovely deep garden. For further details, please call Henry Balaban — 534-6381. Darrell Kent Real Estate Limited Realtor.

## Accommodation Exchange

**Family wants to exchange accommodations** with people near St. George campus for summer, 1985. Apartment offered: Large 2 bedroom containing library for medievalist. Located on Harvard University campus. Contact Professor Jan Ziolkowski, 407 Boylston Hall, Harvard University, Cambridge, Massachusetts, 02138. Phone (617) 498-7848.

## Secretarial

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## Miscellaneous

**Passport photos** now on campus. B/W Polaroid, 2 for \$6.50 (incl. tax, cash or internal code only). Wednesdays 10-2. Inst. Media Services, Rm 021, Best Inst. 112 College St. 978-8919.

**Vision Computer Education Inc.** We specialize in "hands-on" training seminars using your computers or ours. Lotus 1-2-3, dBASE II, Wordstar, etc. Expert, experienced instructors. We are also available for consulting, dBASE II programming and Lotus 1-2-3 template creation. Call for details or a free consultation. Tel: 968-1827.

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**For Sale. Encyclopaedia Britannica.** 1983 ed. 30 vols. Perfect condition. Call 531-1377.

**Are you good with horses?** Thirty minutes' drive north of Toronto, several field hunters need exercise. Indoor arena or hack in countryside. Your pay is joy. Experienced rider with car, call 920-8645.

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**Archaeologist/Anthropologist MA** with Central/South American exp. & development background has lab., museum, library exp. & good writing/research skills, 4 languages, seeks employment. Please call 534-6197 after 6.

**Postdoctoral Fellow experienced in Protein Chemistry** including the generation and separation of peptides, automated and manual sequencing, is required. Must be able to work independently. Experience with HPLC desirable, but not essential. Phone: 978-2753, Dr. Himsley.

**Your Own Credit Union.** If you are employed by the U of T you can join the Universities and Colleges Credit Union (Unicoll). For further information call 978-5505 and ask for the member services department.

**Recreation Weekend-in-the-country:** Games, folk-dancing, informal dramatics, folk singing, cultural messages, weaving. Leadership training or "just for fun". RECREATION WORKSHOPS COOPERATIVE, March 22-24. Call Marlene, 487-0924.

**Au Pair.** French jeune fille (18), au pair to be sponsored, would like to spend 1 year with English-speaking family, responsible, energetic and mature. My cousin. 978-8637.

**Antique chesterfield and chair set.** Jacobean style. New upholstery. Oak frame. In excellent condition. Call Jane at 535-5681.

**Nominations are open** from Feb. 25 to Mar. 8 for the following offices of the G.S.U.: President, Vice-president, Secretary and Treasurer. **Nomination forms** are available from the G.S.U. office. 978-2391.

**The Hungarian Chair & The Department of History Present** Dr. Geza Jeszensky, Fulbright Visiting Professor at the University of California, Santa Barbara, "A Blunder in Disguise: The British Contribution to the Emergence of a New Central Europe After World War I", on Tuesday, 5 March, 1985 in History Common Room, Sidney Smith Hall, Room 2090 at 4:00 p.m.